

EXHIBIT E

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UNITED STATES DISTRICT COURT
SOUTHERN DISTRICT OF NEW YORK

-----X
SELENA STALEY, VIVIAN HOLMES, and
OLIVE IVEY, on behalf of themselves
and all others similarly situated,

Plaintiffs, No.
22-cv-6781

vs.

FSR INTERNATIONAL HOTEL INC. d/b/a
FOUR SEASONS HOTELS AND RESORTS,
HOTEL 57 SERVICES, LLC, HOTEL 57, LLC,
TY WARNER HOTELS & RESORTS, LLC, and
H. TY WARNER,

Defendants.

-----X

DEPOSITION OF OLIVE IVEY

New York, New York

Friday, March 31, 2023

Reported by:
Frank J. Bas, RPR, CRR
Job No. 224133

<p>Page 2</p> <p>1</p> <p>2</p> <p>3</p> <p>4 March 31, 2023</p> <p>5 9:58 a.m.</p> <p>6</p> <p>7 Deposition of OLIVE IVEY, held at the</p> <p>8 offices of Freeborn & Peters, 1155 Avenue of</p> <p>9 the Americas, New York, New York, before Frank</p> <p>10 J. Bas, a Registered Professional Reporter,</p> <p>11 Certified Realtime Reporter, and Notary Public</p> <p>12 of the State of New York.</p> <p>13</p> <p>14</p> <p>15</p> <p>16</p> <p>17</p> <p>18</p> <p>19</p> <p>20</p> <p>21</p> <p>22</p> <p>23</p> <p>24</p> <p>25</p>	<p>Page 3</p> <p>1</p> <p>2 A P P E A R A N C E S:</p> <p>3</p> <p>4 Brustein Law</p> <p>5 Attorneys for Plaintiffs</p> <p>6 299 Broadway</p> <p>7 New York, NY 10007</p> <p>8 BY: Evan Brustein, Esq.</p> <p>9</p> <p>10 Bromberg Law Office</p> <p>11 40 Exchange Place</p> <p>12 New York, NY 10005</p> <p>13 BY: Brian Bromberg, Esq.</p> <p>14</p> <p>15 Stokes Wagner</p> <p>16 Attorneys for FSR</p> <p>17 International Hotels, Inc.</p> <p>18 903 Hanshaw Road</p> <p>19 Ithaca, NY 14850</p> <p>20 BY: Paul Wagner, Esq. (Via Zoom)</p> <p>21</p> <p>22</p> <p>23</p> <p>24</p> <p>25</p>
<p>Page 4</p> <p>1</p> <p>2 A P P E A R A N C E S:</p> <p>3</p> <p>4 Freeborn & Peters</p> <p>5 Attorneys for Warner Defendants</p> <p>6 311 South Wacker Drive</p> <p>7 Chicago, IL 60606</p> <p>8 BY: James Boland, Esq.</p> <p>9 Kathryn Lundy, Esq.</p> <p>10 Marc Zimmerman, Esq.</p> <p>11</p> <p>12</p> <p>13</p> <p>14</p> <p>15</p> <p>16</p> <p>17</p> <p>18</p> <p>19</p> <p>20</p> <p>21</p> <p>22 - o0o -</p> <p>23</p> <p>24</p> <p>25</p>	<p>Page 5</p> <p>1 O. IVEY</p> <p>2 ATTORNEY LUNDY: Good morning.</p> <p>3 Kathryn Lundy of Freeborn & Peters on</p> <p>4 behalf of the Warner defendants.</p> <p>5 ATTORNEY BOLAND: Jim Boland of</p> <p>6 Freeborn & Peters also on behalf of the</p> <p>7 Warner defendants.</p> <p>8 ATTORNEY BRUSTEIN: Evan Brustein,</p> <p>9 Brustein Law, for Olive Ivey.</p> <p>10 ATTORNEY BROMBERG: Brian Bromberg,</p> <p>11 Bromberg Law Office PC, also for Olive</p> <p>12 Ivey.</p> <p>13 ATTORNEY WAGNER: Paul Wagner from</p> <p>14 Stokes Wagner for FSR International</p> <p>15 Hotels, Inc.</p> <p>16 ---</p> <p>17</p> <p>18 OLIVE IVEY,</p> <p>19 called as a witness, having been first duly</p> <p>20 sworn by a Notary Public, was examined and</p> <p>21 testified</p> <p>22 as follows:</p> <p>23 EXAMINATION BY</p> <p>24 ATTORNEY LUNDY:</p> <p>25 Q. Good morning, Ms. Ivey.</p>

Page 6

1 O. IVEY

2 A. Good morning.

3 Q. My name is Kathryn Lundy. I'm an

4 attorney from Freeborn & Peters, and I am an

5 attorney representing some of the defendants

6 in the lawsuit that you brought that we're

7 here to talk about today.

8 As you know, you were just sworn

9 under oath and we ask you to tell the truth

10 for each question that I ask.

11 In the process of me asking

12 questions we have a court reporter with us

13 today, so it's important for him to be able to

14 get down my questions and your answers. So

15 even when you think you know the completion of

16 my question, I ask you to let me complete my

17 question before you are answering it. Okay?

18 A. Mm-hmm.

19 Q. And I also ask that all of your

20 answers be verbal, because the court reporter

21 can't get down gestures or general sounds. It

22 has to be yes, no, or verbal responses.

23 Understood?

24 A. Understood.

25 Q. If at any time you don't understand

Page 8

1 O. IVEY

2 Q. And have you had any other cell

3 phone numbers in the last three years?

4 A. No.

5 Q. And have you had any different cell

6 phone devices in the past three years?

7 A. No.

8 Q. And what about in the past five

9 years?

10 A. No.

11 Q. Are you known by any other name?

12 A. Yes.

13 Q. And what other names do you go by?

14 A. Olive Rodriguez. That was my

15 married name.

16 Q. And for what period of time were

17 you referred to as Olive Rodriguez?

18 A. Up until now. I'm in the process

19 of changing my name due to divorce.

20 Q. Any other names?

21 A. No.

22 Q. What about Williams, have you ever

23 been known by Olive Williams?

24 A. Oh, many years ago. Yes. Sorry,

25 that was a previous marriage.

Page 7

1 O. IVEY

2 a question, please let me know and I'll try to

3 rephrase it. But if you answer the question I

4 am going to understand that you understood the

5 question that I asked. Understood?

6 A. Understood.

7 Q. If you ever need a break during the

8 deposition that's completely fine, we can

9 certainly take breaks. I would just ask that

10 if there's a question pending, that you answer

11 the question before we do so. Is that okay?

12 A. Yes.

13 Q. Ms. Ivey, do you have any reason to

14 believe that you would be unable to answer my

15 questions today truthfully?

16 A. No.

17 Q. Can you please provide your full

18 name for the record, please, spelling your

19 last name?

20 A. Olive Ivey. I-v-e-y.

21 Q. And what is your current address?

22 A. [REDACTED]

23 [REDACTED]

24 Q. And your cell phone number?

25 A. [REDACTED]

Page 9

1 O. IVEY

2 Q. And for what period of time did you

3 go by Olive Williams?

4 A. I don't remember. A couple of

5 years, maybe.

6 Q. Was it more than five years ago?

7 A. Yes.

8 Q. More than ten years ago?

9 A. Yes.

10 Q. And I'm sorry if I already asked

11 this, but for what period of time did you go

12 by Olive Rodriguez, was it more than five

13 years ago?

14 A. Yes.

15 Q. More than ten years ago?

16 A. Yes.

17 Q. And now you're currently in the

18 process of changing your name back to Ivey?

19 A. Yes.

20 Q. Thank you. Could you please

21 identify any email addresses that you

22 currently maintain?

23 A. Yes.

24 Q. And what are they?

25 A. [REDACTED]@gmail.com. And I have

<p>Page 10</p> <p>1 O. IVEY</p> <p>2 [REDACTED]</p> <p>3 [REDACTED]</p> <p>4 [REDACTED]</p> <p>5 [REDACTED]</p> <p>6 [REDACTED]</p> <p>7 Q. Are you currently in school?</p> <p>8 A. I am.</p> <p>9 Q. And what school are you attending?</p> <p>10 A. BMCC.</p> <p>11 Q. What does BMCC stand for?</p> <p>12 A. Borough of Manhattan Community</p> <p>13 College.</p> <p>14 Q. And what degree or program are you</p> <p>15 attending at that school?</p> <p>16 A. Business management.</p> <p>17 Q. Ms. Ivey, if you would just let me</p> <p>18 finish asking the question.</p> <p>19 A. Mm-hmm.</p> <p>20 Q. Thank you. Are you in school to</p> <p>21 receive a degree for certification or</p> <p>22 something else?</p> <p>23 A. A degree.</p> <p>24 ATTORNEY BRUSTEIN: Just wait a</p> <p>25 second, because she may pause while</p>	<p>Page 11</p> <p>1 O. IVEY</p> <p>2 she's talking. Just wait to make sure</p> <p>3 the question is fully complete.</p> <p>4 Q. When did you begin your program at</p> <p>5 BMCC?</p> <p>6 A. It's two years ago.</p> <p>7 Q. That would be in 2012?</p> <p>8 A. Summer – yes. Summer.</p> <p>9 Q. And when do you contemplate</p> <p>10 completing your degree?</p> <p>11 A. This summer.</p> <p>12 Q. This summer being summer of 2023?</p> <p>13 A. Yes.</p> <p>14 Q. Do you have any other email</p> <p>15 addresses?</p> <p>16 A. No.</p> <p>17 Q. Have you had any other email</p> <p>18 addresses in the past ten years?</p> <p>19 A. Yes.</p> <p>20 Q. And what were they?</p> <p>21 A. [REDACTED]@Fourseasons.com.</p> <p>22 Q. Any others?</p> <p>23 A. There was a new email address that</p> <p>24 was given to me at the Four Seasons downtown</p> <p>25 property. I was there for a short period of</p>
<p>Page 12</p> <p>1 O. IVEY</p> <p>2 time, but I don't remember what that was. I</p> <p>3 know it has Olive and Rodriguez in it. I was</p> <p>4 just there for, like, probably a week or two.</p> <p>5 So I don't remember.</p> <p>6 Q. When were you at the downtown Four</p> <p>7 Seasons location?</p> <p>8 A. I don't remember what month it was,</p> <p>9 to be honest.</p> <p>10 Q. Do you recall what year?</p> <p>11 A. I think it was last year.</p> <p>12 Q. Last year being 2022?</p> <p>13 A. Or – either 2022 or 2021. I'm not</p> <p>14 quite sure. I would have to go and research</p> <p>15 that.</p> <p>16 Q. And were you working down at the</p> <p>17 downtown Four Seasons Hotel or something else?</p> <p>18 A. I was working there, yes.</p> <p>19 Q. And what position did you have</p> <p>20 while you were working there?</p> <p>21 A. Housekeeping manager.</p> <p>22 Q. Is it your testimony that you were</p> <p>23 working as a housekeeping manager at the</p> <p>24 downtown Four Seasons Hotel for a week?</p> <p>25 A. Or it could have been a week or</p>	<p>Page 13</p> <p>1 O. IVEY</p> <p>2 two. Something ...</p> <p>3 Q. Who concluded that work? Was it</p> <p>4 your decision or was it the downtown Four</p> <p>5 Seasons?</p> <p>6 A. I had an accident, I fell.</p> <p>7 Q. Do you recall when that was?</p> <p>8 A. I don't remember the date. I was</p> <p>9 on my way to work and I fell and injured my</p> <p>10 knee, and I was unable to walk.</p> <p>11 Q. Did you receive any type of</p> <p>12 workers' compensation or any other type of</p> <p>13 payment –</p> <p>14 A. No.</p> <p>15 Q. – as a result of that injury?</p> <p>16 A. No.</p> <p>17 Q. Just let me finish. I know</p> <p>18 sometimes I pause a little awkwardly, but just</p> <p>19 make sure the question's completed?</p> <p>20 A. Yes.</p> <p>21 ATTORNEY BRUSTEIN: Just wait two</p> <p>22 seconds instead of one.</p> <p>23 Q. Have you worked since your injury?</p> <p>24 A. No.</p> <p>25 Q. Do you believe you're able to work</p>

<p style="text-align: right;">Page 14</p> <p>1 O. IVEY</p> <p>2 now, following your injury?</p> <p>3 A. Yes.</p> <p>4 Q. Would you like to work?</p> <p>5 A. Yes.</p> <p>6 Q. What period of time did you use the</p> <p>7 email address olive.rodriquez@Fourseasons.com?</p> <p>8 A. For as long as I was a manager at</p> <p>9 Four Seasons.</p> <p>10 Q. And what period of time was that?</p> <p>11 A. It would have to be over ten years.</p> <p>12 Q. What period of time of ten years</p> <p>13 was that?</p> <p>14 A. Up until my last day in March, when</p> <p>15 I was furloughed.</p> <p>16 Q. And what year are you referring to?</p> <p>17 A. 2019 was the day when the pandemic</p> <p>18 struck.</p> <p>19 Q. It's your understanding --</p> <p>20 A. March.</p> <p>21 Q. -- that the pandemic struck in</p> <p>22 March of 2019?</p> <p>23 A. Yes. When we were sent home.</p> <p>24 Actually, we were able to use that email -- I</p> <p>25 was able to use that email after, because I</p>	<p style="text-align: right;">Page 15</p> <p>1 O. IVEY</p> <p>2 used it when I was sent on task force.</p> <p>3 Q. When was the last time you accessed</p> <p>4 your email account at Fourseasons.com?</p> <p>5 A. I don't remember.</p> <p>6 Q. Do you know whether or not you can</p> <p>7 still access that account?</p> <p>8 A. I did try accessing that account</p> <p>9 when I went downtown. They were not able to.</p> <p>10 Q. Who is "they"?</p> <p>11 A. The Four Seasons downtown. I had</p> <p>12 to be given a new email address.</p> <p>13 Q. Have you ever reached out to anyone</p> <p>14 else since your period of work down at the</p> <p>15 downtown Four Seasons Hotel to try to access</p> <p>16 this account?</p> <p>17 A. No. I was told when I went</p> <p>18 downtown that I was not in the system, and</p> <p>19 they needed to give me a new email address.</p> <p>20 And Alexandra said she had no idea why</p> <p>21 corporate IT was not able to give me access to</p> <p>22 that email.</p> <p>23 Q. Who is Alexandra?</p> <p>24 A. She is the former director of --</p> <p>25 assistant director of human resources at the</p>
<p style="text-align: right;">Page 16</p> <p>1 O. IVEY</p> <p>2 midtown property, and she transferred to</p> <p>3 downtown and she's there now. So she's the</p> <p>4 one that I spoke with there.</p> <p>5 Q. Do you recall her last name?</p> <p>6 A. Alberti.</p> <p>7 Q. Can you spell that for me, please?</p> <p>8 A. I don't know how to spell it. I</p> <p>9 wouldn't be able to spell it correctly, maybe.</p> <p>10 Q. Based on your conversation with</p> <p>11 Alexandra, was it your understanding that you</p> <p>12 should have had access to your Fourseasons.com</p> <p>13 email account?</p> <p>14 ATTORNEY BRUSTEIN: Objection.</p> <p>15 Q. You can answer the question.</p> <p>16 A. I should have had access to it,</p> <p>17 yes.</p> <p>18 Q. Was it your understanding that it</p> <p>19 might have been a technical glitch of some</p> <p>20 sort?</p> <p>21 ATTORNEY BRUSTEIN: Objection.</p> <p>22 A. No.</p> <p>23 Q. Why do you say that?</p> <p>24 A. Because I have always been able to</p> <p>25 access it if I went -- well, I went to the</p>	<p style="text-align: right;">Page 17</p> <p>1 O. IVEY</p> <p>2 Four Seasons Philadelphia to work at some</p> <p>3 point on task force, and I was able to use</p> <p>4 that exact same email account. I've never in</p> <p>5 my years of having that email account not been</p> <p>6 able to access it while I was working.</p> <p>7 Q. Did Alexandra tell you why you were</p> <p>8 not able to access that account?</p> <p>9 A. She just said she was not able --</p> <p>10 IT was not able to give me back that email</p> <p>11 address. And so they would need to give me a</p> <p>12 new one.</p> <p>13 Q. And can you remind me what that new</p> <p>14 email address is?</p> <p>15 A. I don't remember it. I did not use</p> <p>16 it for too long. I know it had my first name</p> <p>17 and my last name, and the number.</p> <p>18 Q. Your last name, being Ivey?</p> <p>19 A. Olive -- no -- Rodriguez.</p> <p>20 Q. Have you tried to access that</p> <p>21 account since departing from Four Seasons</p> <p>22 downtown?</p> <p>23 A. I have.</p> <p>24 Q. And when was that?</p> <p>25 A. After being -- when I was downtown</p>

<p style="text-align: right;">Page 18</p> <p>1 O. IVEY</p> <p>2 I did try, when they told me that I couldn't,</p> <p>3 I did try to get on there. But I wasn't able</p> <p>4 to.</p> <p>5 Q. I am referring to the new email</p> <p>6 account. Have you tried to access your new</p> <p>7 email account since departing from Four</p> <p>8 Seasons downtown?</p> <p>9 A. No.</p> <p>10 Q. Have you spoken to Elizabeth Ortiz</p> <p>11 about accessing either of those Four Seasons</p> <p>12 accounts?</p> <p>13 A. No.</p> <p>14 Q. Do you know who Elizabeth Ortiz is?</p> <p>15 A. Yes.</p> <p>16 Q. And can you identify her -- can you</p> <p>17 please identify her for me, please?</p> <p>18 A. She is the director of people &</p> <p>19 culture at the Four Seasons (clearing</p> <p>20 throat) -- excuse me -- midtown.</p> <p>21 Q. When was the last time you've</p> <p>22 spoken to Ms. Ortiz?</p> <p>23 A. I don't remember the date.</p> <p>24 Q. Do you remember the year?</p> <p>25 A. No.</p>	<p style="text-align: right;">Page 19</p> <p>1 O. IVEY</p> <p>2 Q. Was it recently?</p> <p>3 A. No.</p> <p>4 ATTORNEY BRUSTEIN: Objection.</p> <p>5 Q. What was the purpose of that</p> <p>6 conversation?</p> <p>7 A. I needed to go to the Four Seasons</p> <p>8 to retrieve my clothing.</p> <p>9 Q. Have you spoken to her at any other</p> <p>10 time since March of 2019?</p> <p>11 A. I have been on --</p> <p>12 ATTORNEY BRUSTEIN: Objection.</p> <p>13 Q. You can answer the question.</p> <p>14 A. I have been on Zoom calls.</p> <p>15 Q. Have you had any text messages with</p> <p>16 Ms. Ortiz?</p> <p>17 A. Yes.</p> <p>18 Q. Do you recall --</p> <p>19 ATTORNEY BRUSTEIN: Can we go off</p> <p>20 the record for one second? Can I just</p> <p>21 talk to you not in front of the witness</p> <p>22 for a second?</p> <p>23 ATTORNEY LUNDY: Sure.</p> <p>24 ATTORNEY BRUSTEIN: Okay.</p> <p>25 (Pause in the proceedings.)</p>
<p style="text-align: right;">Page 20</p> <p>1 O. IVEY</p> <p>2 Q. Do you recall when you were texting</p> <p>3 with Ms. Ortiz?</p> <p>4 A. I don't remember the date.</p> <p>5 Q. Do you recall how many times you've</p> <p>6 had text messages with Ms. Ortiz?</p> <p>7 A. No.</p> <p>8 Q. In connection with this lawsuit did</p> <p>9 you gather any of your text messages with</p> <p>10 Ms. Ortiz?</p> <p>11 A. I don't remember.</p> <p>12 Q. Who is Selena Staley?</p> <p>13 ATTORNEY BRUSTEIN: Objection.</p> <p>14 A. She's an employee at the Four</p> <p>15 Seasons -- that was working also at the Four</p> <p>16 Seasons.</p> <p>17 Q. When you say Four Seasons, what are</p> <p>18 you referring to?</p> <p>19 A. The Four Seasons Hotel in Midtown.</p> <p>20 Q. Did you speak to Ms. Staley about</p> <p>21 testifying today?</p> <p>22 A. No.</p> <p>23 Q. Is Ms. Staley also a named</p> <p>24 plaintiff in this lawsuit?</p> <p>25 A. She is.</p>	<p style="text-align: right;">Page 21</p> <p>1 O. IVEY</p> <p>2 Q. When was the last time you spoke to</p> <p>3 her?</p> <p>4 A. I don't remember.</p> <p>5 Q. Was it recently?</p> <p>6 ATTORNEY BRUSTEIN: Objection.</p> <p>7 A. No.</p> <p>8 Q. Was it more than a month ago?</p> <p>9 A. Yes.</p> <p>10 Q. Was it during the -- was it after</p> <p>11 August of 2022?</p> <p>12 A. I don't remember.</p> <p>13 Q. Do you remember what you talked</p> <p>14 about?</p> <p>15 ATTORNEY BRUSTEIN: Objection to</p> <p>16 the extent that the communication</p> <p>17 involved attorney-client communication,</p> <p>18 I am going to direct her not to answer,</p> <p>19 and to limit any answers to</p> <p>20 conversations where the lawyers were not</p> <p>21 present.</p> <p>22 Q. You can answer.</p> <p>23 A. We had lunch prior to, I think it</p> <p>24 was prior to the filing of this lawsuit.</p> <p>25 Q. Was it just the two of you or was</p>

<p style="text-align: right;">Page 22</p> <p>1 O. IVEY</p> <p>2 anyone else present?</p> <p>3 A. There was three of us present.</p> <p>4 Q. Who was the third person?</p> <p>5 A. Vivian Holmes.</p> <p>6 Q. Do you recall when that lunch was?</p> <p>7 A. I don't remember the date.</p> <p>8 Q. Was it a summer month? Was it warm</p> <p>9 out?</p> <p>10 ATTORNEY BRUSTEIN: Objection.</p> <p>11 A. It was warm out.</p> <p>12 Q. Do you recall where you had lunch?</p> <p>13 A. I don't remember the name of the</p> <p>14 restaurant, no.</p> <p>15 Q. Do you recall where it was located?</p> <p>16 A. It was in Manhattan.</p> <p>17 Q. And what did you three discuss?</p> <p>18 A. We basically, um, just wanted to</p> <p>19 get together because I think we were</p> <p>20 experiencing the same kind of anxiety and</p> <p>21 wanting to basically talk about if we thought</p> <p>22 they would reopen and we would be able to go</p> <p>23 back to work and, you know, what -- what would</p> <p>24 we do, what we need to do moving forward.</p> <p>25 Q. When you say "they" who are you</p>	<p style="text-align: right;">Page 23</p> <p>1 O. IVEY</p> <p>2 referring to?</p> <p>3 A. Four Seasons, if we thought the</p> <p>4 Four Seasons would reopen and we would be able</p> <p>5 to go back.</p> <p>6 Q. When you were saying "the Four</p> <p>7 Seasons," there's many properties --</p> <p>8 A. The Four Seasons midtown.</p> <p>9 Q. And when you say Four Seasons</p> <p>10 midtown, are you referring to the property</p> <p>11 located at 57 East 57th Street?</p> <p>12 A. Yes.</p> <p>13 Q. Okay. So unless you specify</p> <p>14 otherwise when you're saying "the Four</p> <p>15 Seasons," today or the "hotel" I'll understand</p> <p>16 you to mean the midtown property at 57 East</p> <p>17 57th Street, is that okay?</p> <p>18 ATTORNEY BRUSTEIN: Objection.</p> <p>19 A. Yes.</p> <p>20 Q. Okay. Are you aware that</p> <p>21 Ms. Holmes appeared yesterday for her</p> <p>22 deposition?</p> <p>23 A. Yes.</p> <p>24 Q. Did you speak to Ms. Holmes about</p> <p>25 her deposition?</p>
<p style="text-align: right;">Page 24</p> <p>1 O. IVEY</p> <p>2 A. No.</p> <p>3 Q. Did you text with Ms. Holmes about</p> <p>4 her deposition?</p> <p>5 A. I texted her yesterday morning to</p> <p>6 wish her good luck.</p> <p>7 Q. Did she respond?</p> <p>8 A. Yes.</p> <p>9 Q. What did she say?</p> <p>10 A. She told me she was on her way.</p> <p>11 Q. Did you text her after her</p> <p>12 deposition?</p> <p>13 A. Yes.</p> <p>14 Q. And what was that correspondence?</p> <p>15 A. I asked her if she was okay.</p> <p>16 Q. And what did she say?</p> <p>17 A. She said she was having -- it was a</p> <p>18 long day and she was having a headache.</p> <p>19 Q. Anything else?</p> <p>20 A. She said she was -- she was shot.</p> <p>21 Basically, she meant that she was just out of</p> <p>22 it. And she wished me good luck today.</p> <p>23 Q. Anything else?</p> <p>24 A. She told me it was cold in here,</p> <p>25 and that I should take a jacket.</p>	<p style="text-align: right;">Page 25</p> <p>1 O. IVEY</p> <p>2 ATTORNEY BOLAND: Good advice.</p> <p>3 Q. Anything else?</p> <p>4 A. No, that was it.</p> <p>5 Q. Was Ms. Staley also on that text</p> <p>6 exchange?</p> <p>7 A. No.</p> <p>8 Q. Do you have a separate text</p> <p>9 exchange with Ms. Staley?</p> <p>10 A. This morning I got a text -- one</p> <p>11 text message from her, and it said she was</p> <p>12 praying for me today.</p> <p>13 Q. When was the last time you texted</p> <p>14 with Ms. Staley?</p> <p>15 A. I'm sorry.</p> <p>16 Q. It's okay. Do you want to take a</p> <p>17 minute?</p> <p>18 A. That was this morning. She is not</p> <p>19 someone I speak with on regular basis.</p> <p>20 ATTORNEY LUNDY: Why don't we take</p> <p>21 a minute.</p> <p>22 (Pause in proceedings.)</p> <p>23 Q. You testified that you speak to</p> <p>24 Ms. Staley on regular basis, is that right?</p> <p>25 A. No.</p>

<p style="text-align: right;">Page 26</p> <p>1 O. IVEY</p> <p>2 Q. What did you testify?</p> <p>3 A. I said she's not someone that I</p> <p>4 speak with on a regular basis.</p> <p>5 Q. Understood. Do you speak with</p> <p>6 Ms. Holmes on a regular basis?</p> <p>7 A. I wouldn't call it regular.</p> <p>8 Q. How would you call it?</p> <p>9 A. It depends on what kind of day</p> <p>10 we're having. Some days she's having a bad</p> <p>11 day, and I'm having a good day. So it usually</p> <p>12 is, if she's having a bad day where she's, you</p> <p>13 know, upset, she will call me and I will</p> <p>14 encourage her. And if I am having a bad day,</p> <p>15 I call her, and she will probably tell me the</p> <p>16 same thing that I tell her when she's having a</p> <p>17 bad day. So that's a standing joke between</p> <p>18 us, that we repeat the same thing in circles</p> <p>19 to support each other.</p> <p>20 Q. Since August of 2022 have you ever</p> <p>21 deleted any of your text messages with</p> <p>22 Ms. Holmes?</p> <p>23 A. I don't remember.</p> <p>24 Q. Have you ever gathered all of your</p> <p>25 text messages with Ms. Holmes to be produced</p>	<p style="text-align: right;">Page 27</p> <p>1 O. IVEY</p> <p>2 in this lawsuit?</p> <p>3 A. No.</p> <p>4 Q. Have you ever deleted any of your</p> <p>5 text messages with Ms. Staley from August 2022</p> <p>6 to the present?</p> <p>7 A. No, because usually I don't text</p> <p>8 with her. This morning she text me, I was</p> <p>9 surprised.</p> <p>10 Q. Have you ever deleted any of the</p> <p>11 text messages that you have with Ms. Ortiz?</p> <p>12 A. I don't remember doing that.</p> <p>13 Q. Do you, or have you ever text</p> <p>14 messaged with anyone else who works at the</p> <p>15 Four Seasons Hotel?</p> <p>16 ATTORNEY BRUSTEIN: Objection.</p> <p>17 A. I'm sure I have.</p> <p>18 Q. Do you recall their names?</p> <p>19 A. I have text with some of my team</p> <p>20 members, especially during the pandemic. We</p> <p>21 text to check up on each other. I ask them</p> <p>22 how they're doing.</p> <p>23 I've had a team member who lost</p> <p>24 family members. So if I hear that someone</p> <p>25 lost a family member, I reach out to find out</p>
<p style="text-align: right;">Page 28</p> <p>1 O. IVEY</p> <p>2 how they're doing, how they're coping.</p> <p>3 I've had team members text me</p> <p>4 because I was a leader there at the midtown</p> <p>5 Four Seasons, so they would text me to find</p> <p>6 out if I heard anything, if the hotel is</p> <p>7 opening, I would tell them I don't know</p> <p>8 anything.</p> <p>9 Q. When you used the word "team</p> <p>10 members," who are you referring to?</p> <p>11 A. Housemen.</p> <p>12 Q. Do you recall anyone's names?</p> <p>13 A. Yes. I remember Eli's mother</p> <p>14 passed away from COVID. I reached out to him.</p> <p>15 Q. Do you recall any other names of</p> <p>16 your team members that you were just referring</p> <p>17 to?</p> <p>18 A. Moin. He had called me to find out</p> <p>19 if I heard anything about the hotel reopening.</p> <p>20 I told him I didn't know anything.</p> <p>21 Q. Anyone else that you can think of?</p> <p>22 A. Yes. Marie Daniels, Gurrier. She</p> <p>23 had called me also to find out if I heard</p> <p>24 anything.</p> <p>25 Q. Anyone else?</p>	<p style="text-align: right;">Page 29</p> <p>1 O. IVEY</p> <p>2 A. And her answer is usually no. I</p> <p>3 had one supervisor that, Odeth, she reached</p> <p>4 out to me because she was getting a new -- she</p> <p>5 heard about another job and she wasn't</p> <p>6 confident that she could do it. And she</p> <p>7 wanted my advice on how to go about going</p> <p>8 through the interview. So I coached her on --</p> <p>9 on how to do that and I told her, I encouraged</p> <p>10 her to do it and told her that she could</p> <p>11 definitely do it. It was something that I was</p> <p>12 confident that she could do.</p> <p>13 Q. Were any of these communications</p> <p>14 that were by text message, did you delete any</p> <p>15 of those?</p> <p>16 A. I don't remember --</p> <p>17 ATTORNEY BRUSTEIN: Objection.</p> <p>18 A. -- deleting. I don't remember.</p> <p>19 Q. Do you know whether you have</p> <p>20 produced any text messages in this lawsuit?</p> <p>21 ATTORNEY BRUSTEIN: Objection.</p> <p>22 A. I don't remember producing text</p> <p>23 messages.</p> <p>24 ATTORNEY BRUSTEIN: Can we take a</p> <p>25 five-minute break?</p>

<p style="text-align: right;">Page 30</p> <p>1 O. IVEY</p> <p>2 ATTORNEY LUNDY: Sure.</p> <p>3 ATTORNEY BRUSTEIN: Thanks.</p> <p>4 ---</p> <p>5 (Recess from 10:24 to 10:31.)</p> <p>6 ---</p> <p>7 Q. Ms. Ivey, you wanted to clarify</p> <p>8 something?</p> <p>9 A. Yes. So in my response to speaking</p> <p>10 about when the hotel would reopen with Moin,</p> <p>11 we did not text. We spoke, I spoke with Eli</p> <p>12 on the phone. I spoke with Marie on the</p> <p>13 phone. I spoke with Odeth on the phone.</p> <p>14 Q. In connection with this lawsuit,</p> <p>15 did you review your email account,</p> <p>16 olivemivey@gmail.com for any documents that</p> <p>17 should be produced in connection with this</p> <p>18 lawsuit?</p> <p>19 A. Yes.</p> <p>20 Q. And did you provide any of those</p> <p>21 documents?</p> <p>22 A. Yes.</p> <p>23 Q. And did you review your account</p> <p>24 cutiepicknewyork2@yahoo.com for any</p> <p>25 information or documents that would be</p>	<p style="text-align: right;">Page 31</p> <p>1 O. IVEY</p> <p>2 responsive in connection with the discovery in</p> <p>3 this matter?</p> <p>4 A. Yes.</p> <p>5 Q. And did you provide those documents</p> <p>6 for production?</p> <p>7 A. There were no documents there,</p> <p>8 because I don't use that email account</p> <p>9 anymore. I have not used it since probably I</p> <p>10 have been at the Four Seasons. I don't use</p> <p>11 it.</p> <p>12 Q. Thank you. Do you maintain any</p> <p>13 social media accounts?</p> <p>14 A. Yes.</p> <p>15 Q. What social media accounts do you</p> <p>16 maintain?</p> <p>17 A. I have Facebook, LinkedIn,</p> <p>18 Instagram.</p> <p>19 Q. And on Facebook what is your user</p> <p>20 name?</p> <p>21 A. Olive Ivey Rodriguez.</p> <p>22 Q. And on LinkedIn?</p> <p>23 A. Olive -- it might be Olive Ivey</p> <p>24 Rodriguez, or Olive Rodriguez.</p> <p>25 Q. And what about Instagram?</p>
<p style="text-align: right;">Page 32</p> <p>1 O. IVEY</p> <p>2 A. Olivemivey26, I think. Or</p> <p>3 oliveivey26. I have the account but I don't</p> <p>4 use it very often.</p> <p>5 Q. Do you ever communicate through</p> <p>6 your social media accounts through their</p> <p>7 internal mail system?</p> <p>8 A. Could you please explain?</p> <p>9 Q. Sure. So for example, on LinkedIn</p> <p>10 there's a mechanism to message someone</p> <p>11 privately, is that right?</p> <p>12 ATTORNEY BRUSTEIN: Objection.</p> <p>13 A. Yes.</p> <p>14 Q. Have you ever used that tool or</p> <p>15 resource on LinkedIn?</p> <p>16 A. Yes.</p> <p>17 Q. And did you search your LinkedIn</p> <p>18 account for any emails or private</p> <p>19 conversations in connection with this lawsuit?</p> <p>20 A. No.</p> <p>21 Q. And what about Facebook; Facebook</p> <p>22 also maintains an ability to have private</p> <p>23 conversations messages, is that right?</p> <p>24 A. Yes.</p> <p>25 Q. And do you ever use that resource</p>	<p style="text-align: right;">Page 33</p> <p>1 O. IVEY</p> <p>2 or tool on Facebook?</p> <p>3 A. Yes.</p> <p>4 Q. And did you search your private</p> <p>5 messages or internal mail accounts through</p> <p>6 Facebook in connection with this lawsuit?</p> <p>7 ATTORNEY BRUSTEIN: Objection.</p> <p>8 A. No, because I don't use it for any</p> <p>9 form of business purposes.</p> <p>10 Q. Do you use LinkedIn for any form of</p> <p>11 business purpose?</p> <p>12 ATTORNEY BRUSTEIN: Objection.</p> <p>13 A. Yes, but not with Four Seasons</p> <p>14 midtown or any Four Seasons hotels.</p> <p>15 Q. For what purpose then?</p> <p>16 A. Usually it would be for people who</p> <p>17 follow the hospitality industry. I've had</p> <p>18 people trying to sell stuff because I work in</p> <p>19 a hotel, so they would try to marketing --</p> <p>20 marketing ideas, products, recruiters over the</p> <p>21 years have tried to hire me away from the Four</p> <p>22 Seasons midtown.</p> <p>23 Q. If the hotel reopened tomorrow</p> <p>24 would you want to be recalled back?</p> <p>25 ATTORNEY BRUSTEIN: Objection.</p>

<p style="text-align: right;">Page 34</p> <p>1 O. IVEY</p> <p>2 A. You mean rehired?</p> <p>3 Q. My question stands. Would you want</p> <p>4 to be recalled?</p> <p>5 ATTORNEY BRUSTEIN: Objection.</p> <p>6 A. I don't think I could be recalled</p> <p>7 when I was terminated. I would have to be</p> <p>8 rehired.</p> <p>9 Q. When do you believe you were</p> <p>10 terminated from the hotel?</p> <p>11 A. I think it was in -- it was</p> <p>12 sometime last year, that I came to that</p> <p>13 realization.</p> <p>14 Q. What time last year did you believe</p> <p>15 you were terminated from the hotel?</p> <p>16 ATTORNEY BRUSTEIN: Objection.</p> <p>17 A. I don't remember which month. I</p> <p>18 received a phone call and someone from</p> <p>19 Principal, which is the company that manages</p> <p>20 the retirement benefit plan from Four Seasons,</p> <p>21 and they were asking me what I wanted to do</p> <p>22 with my 401(k) account.</p> <p>23 Q. When you say last -- sorry, I</p> <p>24 apologize.</p> <p>25 A. And I didn't understand what they</p>	<p style="text-align: right;">Page 35</p> <p>1 O. IVEY</p> <p>2 were asking me. And they said I had the</p> <p>3 option to cash it out with penalty or to roll</p> <p>4 it over to a new employer. And I told them</p> <p>5 that I -- I started asking questions and the</p> <p>6 person on the phone told me that they were</p> <p>7 informed by Four Seasons that I am no longer</p> <p>8 an employee there.</p> <p>9 I told them that I was not informed</p> <p>10 of that fact, I was not informed by the Four</p> <p>11 Seasons that I was terminated, and so I would</p> <p>12 not make any decision at that time.</p> <p>13 So I reached out to Elizabeth Ortiz</p> <p>14 and I told her about the conversation that I</p> <p>15 had with the representative from Principal,</p> <p>16 and she said -- I told her they told me I no</p> <p>17 longer worked for the Four Seasons and have</p> <p>18 the option to cash out or to roll over. And</p> <p>19 her response to me was they should not have</p> <p>20 told you that. I will call them and look into</p> <p>21 it. I never received a response back.</p> <p>22 Q. Did Ms. Ortiz tell you anything</p> <p>23 else?</p> <p>24 ATTORNEY BRUSTEIN: Objection.</p> <p>25 A. Anything else in regard to?</p>
<p style="text-align: right;">Page 36</p> <p>1 O. IVEY</p> <p>2 Q. Your concerns about your 401(k)?</p> <p>3 A. No, she just told me that they</p> <p>4 should not have told me that, and she would</p> <p>5 reach out to them and take care of it.</p> <p>6 So I understood that to mean that</p> <p>7 she would correct the information that they</p> <p>8 had.</p> <p>9 Q. This was by text message, is that</p> <p>10 right?</p> <p>11 A. No, I spoke to her.</p> <p>12 Q. But you also corresponded with</p> <p>13 Ms. Ortiz about this matter by text message,</p> <p>14 is that right?</p> <p>15 A. I did send her a message to say</p> <p>16 that I -- because if you call, you're not able</p> <p>17 to really get through. You have to send a</p> <p>18 message to say you want to speak with her.</p> <p>19 And then someone would either reach out --</p> <p>20 someone would reach out to you. Most times</p> <p>21 because I think when you call you usually</p> <p>22 don't get anyone on the phone, I'm not sure</p> <p>23 why, probably because she's the only person</p> <p>24 and it's a ...</p> <p>25 Q. Right. But my question was you did</p>	<p style="text-align: right;">Page 37</p> <p>1 O. IVEY</p> <p>2 text message with Ms. Ortiz about this matter,</p> <p>3 is that right?</p> <p>4 A. I don't remember if it was by text</p> <p>5 initially that I told her that I needed to</p> <p>6 speak with her or that what I heard from</p> <p>7 Principal, I know that there was some</p> <p>8 correspondence. I don't remember if it was by</p> <p>9 text or if I spoke to her. I know I spoke to</p> <p>10 her, but what part of the conversation was by</p> <p>11 text and speaking, I don't remember.</p> <p>12 Q. Ms. Ortiz told you that that</p> <p>13 shouldn't have happened because you weren't</p> <p>14 terminated, is that right?</p> <p>15 A. She told me, she said to me they</p> <p>16 should not have told you that. You're still</p> <p>17 employed by the Four Seasons. I will take</p> <p>18 care of it.</p> <p>19 Q. Thank you. And you referenced last</p> <p>20 year. What year are you referring to?</p> <p>21 A. 2022.</p> <p>22 Q. Do you recall what month?</p> <p>23 A. No, I don't recall what month.</p> <p>24 Q. Was it cold out?</p> <p>25 A. I don't remember.</p>

<p>Page 38</p> <p>1 O. IVEY</p> <p>2 Q. Ms. Ivey, I am going to show you a</p> <p>3 document that's been previously marked as</p> <p>4 exhibit 5.</p> <p>5 (Defendants' Exhibit 5, Complaint</p> <p>6 was previously marked for</p> <p>7 identification.)</p> <p>8 Q. Ms. Ivey, I've just handed you a</p> <p>9 document that was previously marked as exhibit</p> <p>10 5. It's dated August 9, 2022 and it's titled</p> <p>11 Complaint.</p> <p>12 Have you seen this document before?</p> <p>13 A. Yes.</p> <p>14 Q. And when did you see this document</p> <p>15 before?</p> <p>16 A. I don't remember the date but it</p> <p>17 was shown to me by my attorneys.</p> <p>18 Q. Is it fair to say that this is the</p> <p>19 initial complaint that was filed in the</p> <p>20 lawsuit that you brought against the</p> <p>21 defendants in this action?</p> <p>22 ATTORNEY BRUSTEIN: Objection.</p> <p>23 A. Initial as it was the first</p> <p>24 complaint? I think it's fair to say.</p> <p>25 Q. And you're one of the plaintiffs in</p>	<p>Page 39</p> <p>1 O. IVEY</p> <p>2 this lawsuit, is that right?</p> <p>3 A. Yes.</p> <p>4 Q. And you are bringing claims on your</p> <p>5 own behalf and on behalf of others similarly</p> <p>6 situated to you, is that right?</p> <p>7 A. Yes.</p> <p>8 Q. And prior to this complaint being</p> <p>9 filed with the court did you review this</p> <p>10 document?</p> <p>11 A. Yes.</p> <p>12 Q. And did you confirm its accuracy?</p> <p>13 A. Yes.</p> <p>14 Q. And did you do anything in</p> <p>15 connection with gathering any facts or</p> <p>16 information with respect to the allegations</p> <p>17 set forth in this complaint?</p> <p>18 ATTORNEY BRUSTEIN: Objection.</p> <p>19 A. I was given a list of discoveries</p> <p>20 that I needed to present, and I did present</p> <p>21 those.</p> <p>22 Q. And as you sit here today it's your</p> <p>23 understanding that the allegations in the</p> <p>24 complaint are accurate to the best of your</p> <p>25 knowledge, is that right?</p>
<p>Page 40</p> <p>1 O. IVEY</p> <p>2 A. Yes.</p> <p>3 Q. Okay. You can put that aside.</p> <p>4 Thank you.</p> <p>5 (Defendants' Exhibit 6, First</p> <p>6 Amended Complaint was previously marked</p> <p>7 for identification.)</p> <p>8 Q. Ms. Ivey I am going to show you a</p> <p>9 document that's been previously marked as</p> <p>10 exhibit 6.</p> <p>11 This document is dated on page 60</p> <p>12 as December 16, 2022, and it's titled First</p> <p>13 Amended Complaint. Have you seen this</p> <p>14 document before?</p> <p>15 A. Yes.</p> <p>16 Q. And can you identify it for me</p> <p>17 please?</p> <p>18 ATTORNEY BRUSTEIN: Objection.</p> <p>19 A. It is a document that my attorneys</p> <p>20 showed me.</p> <p>21 Q. Is it your understanding that this</p> <p>22 is the second complaint that was filed in the</p> <p>23 lawsuit amending the first?</p> <p>24 A. Yes.</p> <p>25 Q. And did you review this document</p>	<p>Page 41</p> <p>1 O. IVEY</p> <p>2 before it was filed with the court?</p> <p>3 A. Yes.</p> <p>4 Q. And did you confirm its accuracy?</p> <p>5 A. Yes.</p> <p>6 Q. As you sit here today, do you</p> <p>7 believe the allegations in the amended</p> <p>8 complaint marked as exhibit 6 are complete and</p> <p>9 accurate?</p> <p>10 ATTORNEY BRUSTEIN: Objection.</p> <p>11 A. Yes.</p> <p>12 Q. Have you reviewed the amended</p> <p>13 complaint since it was filed in December of</p> <p>14 2022?</p> <p>15 A. Yes.</p> <p>16 Q. And it's your understanding that</p> <p>17 the amended complaint was filed by you</p> <p>18 individually but also on behalf of others</p> <p>19 similarly situated, is that right?</p> <p>20 ATTORNEY BRUSTEIN: Objection.</p> <p>21 A. Yes.</p> <p>22 Q. And there's also two other</p> <p>23 plaintiffs in this matter, Vivian Holmes and</p> <p>24 Selena Staley, is that right?</p> <p>25 A. Yes.</p>

<p>Page 42</p> <p>1 O. IVEY</p> <p>2 Q. Do you know what a class action is?</p> <p>3 A. Yes.</p> <p>4 Q. Can you tell me what that is?</p> <p>5 ATTORNEY BRUSTEIN: Objection.</p> <p>6 A. My understanding of what a class</p> <p>7 action is, is a suit seeking damages on behalf</p> <p>8 of a group of people or similarly -- who are</p> <p>9 in a similar situation as myself.</p> <p>10 Q. Do you understand that you are a</p> <p>11 representative of others in this lawsuit?</p> <p>12 A. Yes.</p> <p>13 Q. What research did you do in</p> <p>14 connection with this lawsuit prior to filing</p> <p>15 it to ensure the accuracy of the information</p> <p>16 and allegations set forth in the complaint?</p> <p>17 ATTORNEY BRUSTEIN: Objection.</p> <p>18 A. Well, I know that we were sent home</p> <p>19 and we were not informed correctly, we were</p> <p>20 not informed that we wouldn't be going back to</p> <p>21 work. I also know that it would be a</p> <p>22 violation. And so I looked into what -- what</p> <p>23 I think would have been done incorrectly or</p> <p>24 what should have been done and what wasn't</p> <p>25 done. And then I spoke with my attorneys.</p>	<p>Page 43</p> <p>1 O. IVEY</p> <p>2 Q. When you said you looked at, what</p> <p>3 did you look at?</p> <p>4 ATTORNEY BRUSTEIN: Objection. I</p> <p>5 don't believe that was the testimony.</p> <p>6 Q. I'm sorry. You looked into. What</p> <p>7 did you look into?</p> <p>8 A. What was -- what -- well, what --</p> <p>9 what should the Four Seasons have told us in</p> <p>10 regard to would we be coming back to work.</p> <p>11 Would we be terminated. What -- what should</p> <p>12 they have done if they terminated us. That</p> <p>13 kind of things. I realized later on that I</p> <p>14 was terminated but no one told me I was</p> <p>15 terminated. I wanted to know -- I wanted to</p> <p>16 know what -- if that was legal. If that is</p> <p>17 something that they should be doing.</p> <p>18 So I -- I went back and looked at</p> <p>19 the agreement I had with them.</p> <p>20 Q. Other than looking at the agreement</p> <p>21 you had with them, did you look at any other</p> <p>22 documents prior to commencing this lawsuit to</p> <p>23 confirm the accuracy of the allegations in the</p> <p>24 complaint?</p> <p>25 ATTORNEY BRUSTEIN: Objection.</p>
<p>Page 44</p> <p>1 O. IVEY</p> <p>2 A. I don't remember looking at any</p> <p>3 other documents.</p> <p>4 Q. Do you know whether you have</p> <p>5 responsibilities as a class representative?</p> <p>6 A. Yes.</p> <p>7 Q. What are they?</p> <p>8 A. My responsibility as a class</p> <p>9 representative is to ensure that I speak with</p> <p>10 the attorneys that are representing the class</p> <p>11 action, and to ensure that any decisions that</p> <p>12 are made are within the interests of all of</p> <p>13 the people are represented under the action.</p> <p>14 Q. Anything else?</p> <p>15 ATTORNEY BRUSTEIN: Objection.</p> <p>16 A. I also think that my responsibility</p> <p>17 is to ensure that any outcome is one that is</p> <p>18 favorable under the law for all parties</p> <p>19 involved, and that it's not just about me,</p> <p>20 it's about an entire group of people.</p> <p>21 Q. How do you know what the other</p> <p>22 individuals' interests are? Have you spoken</p> <p>23 to them?</p> <p>24 A. I would think that that --</p> <p>25 ATTORNEY BRUSTEIN: Objection.</p>	<p>Page 45</p> <p>1 O. IVEY</p> <p>2 A. When I was on the phone call, the</p> <p>3 last phone call with the Four Seasons midtown</p> <p>4 people were on that call asking for the hotel</p> <p>5 to be opened, asking when would it be opened,</p> <p>6 explaining that it was obvious that they were</p> <p>7 experiencing anxiety, hardship --</p> <p>8 Q. Ms. Ivey, that's not my question.</p> <p>9 ATTORNEY BRUSTEIN: I would just</p> <p>10 ask that she be able to finish.</p> <p>11 Q. Sure.</p> <p>12 A. -- and I realized that we were all</p> <p>13 in the same boat. We were all wanting to go</p> <p>14 back to work. That is what we were doing for</p> <p>15 a very long period of time.</p> <p>16 Q. I understand that that's your --</p> <p>17 A. So --</p> <p>18 Q. Okay. Please, go ahead. Go ahead.</p> <p>19 A. So I know, or I truly believe that</p> <p>20 we were all in the same boat and experiencing</p> <p>21 many of the same things, many of the same</p> <p>22 hardships, and I think that that is</p> <p>23 qualification enough. We were all treated the</p> <p>24 same way.</p> <p>25 Q. I don't want to cut you off. Were</p>

<p>Page 46</p> <p>1 O. IVEY</p> <p>2 you finished with your answer?</p> <p>3 A. Yes.</p> <p>4 Q. Okay. My question was: Have you</p> <p>5 spoken with any of the individuals you believe</p> <p>6 that you have an obligation to protect their</p> <p>7 interests? Have you spoken to anyone?</p> <p>8 ATTORNEY BRUSTEIN: Objection.</p> <p>9 Just to clarify, you keep asking two</p> <p>10 questions at once. The last one said</p> <p>11 how do you know and that second one.</p> <p>12 And I think just for --</p> <p>13 ATTORNEY BOLAND: They're two</p> <p>14 questions. One was one. One was</p> <p>15 another.</p> <p>16 ATTORNEY BRUSTEIN: I'm just saying</p> <p>17 simultaneously. It would be easier for</p> <p>18 the record --</p> <p>19 ATTORNEY LUNDY: Could you read</p> <p>20 back my question, please?</p> <p>21 (Requested portion of the record</p> <p>22 read back.)</p> <p>23 A. I have spoken to employees who,</p> <p>24 like Moin I mentioned before, who have called</p> <p>25 to say when is the hotel opening? We want to</p>	<p>Page 47</p> <p>1 O. IVEY</p> <p>2 go back to work.</p> <p>3 I have spoken to Marie, as I</p> <p>4 mentioned before, who was asking when can we</p> <p>5 go back to work? We need to go back to work.</p> <p>6 Have you heard anything.</p> <p>7 So as far as speaking to them about</p> <p>8 filing a lawsuit, no, I haven't spoken to -- I</p> <p>9 haven't discussed that with them.</p> <p>10 Q. You testified that you understand,</p> <p>11 or rather, you believe you and the others are</p> <p>12 in the same boat. What makes you believe that</p> <p>13 you're in the same boat as other employees</p> <p>14 from the hotel?</p> <p>15 A. Because we were all working at the</p> <p>16 same Four Seasons midtown. We were all</p> <p>17 terminated without notice or sent home, and we</p> <p>18 have been waiting for three years to return to</p> <p>19 work, and no one told us. We don't have a</p> <p>20 date. We don't have anything to go by. No</p> <p>21 one tells -- we were told that there is work</p> <p>22 on the way and that one, just one portion of</p> <p>23 the work would take a year and a half, at</p> <p>24 least a year and a half, and there are other</p> <p>25 projects to be done. So at that point we know</p>
<p>Page 48</p> <p>1 O. IVEY</p> <p>2 that this is an open-ended situation. So yes,</p> <p>3 we're all in the same boat.</p> <p>4 Q. I asked you specifically how you</p> <p>5 know that all of the individuals are in the</p> <p>6 same boat as you?</p> <p>7 ATTORNEY BRUSTEIN: Objection.</p> <p>8 Q. How do you know that?</p> <p>9 A. I know that because we are all out</p> <p>10 of work.</p> <p>11 Q. Do you know that every single</p> <p>12 employee of the hotel is not working at this</p> <p>13 moment?</p> <p>14 A. No.</p> <p>15 ATTORNEY BRUSTEIN: Objection.</p> <p>16 Q. Are you aware that some employees</p> <p>17 were transferred to other hotels of the Four</p> <p>18 Seasons?</p> <p>19 ATTORNEY BRUSTEIN: Objection.</p> <p>20 A. I am aware that they were</p> <p>21 transferred to other Four Seasons or some</p> <p>22 people are also working, but they were still</p> <p>23 treated the same way.</p> <p>24 Q. Are you aware that other employees</p> <p>25 found employment at other hotels or other</p>	<p>Page 49</p> <p>1 O. IVEY</p> <p>2 establishments altogether?</p> <p>3 ATTORNEY BRUSTEIN: Objection.</p> <p>4 A. I don't -- I am sure that they</p> <p>5 have. I have known of a few that were placed</p> <p>6 in other hotels.</p> <p>7 Q. Are you aware that some employees</p> <p>8 are seeking to be recalled back to work at the</p> <p>9 hotel?</p> <p>10 ATTORNEY BRUSTEIN: Objection.</p> <p>11 A. I am sure they are. But the hotel</p> <p>12 is still closed.</p> <p>13 Q. Some employees of the hotel</p> <p>14 currently work from that property to this day;</p> <p>15 are you aware of that?</p> <p>16 ATTORNEY BRUSTEIN: Objection.</p> <p>17 A. I am aware of that.</p> <p>18 Q. Did you do any research to find out</p> <p>19 what your responsibilities are to assert</p> <p>20 claims on behalf of others in this case?</p> <p>21 ATTORNEY BRUSTEIN: Objection.</p> <p>22 A. Could you please repeat that</p> <p>23 question.</p> <p>24 ATTORNEY LUNDY: Could you please</p> <p>25 read it back?</p>

<p style="text-align: right;">Page 50</p> <p>1 O. IVEY</p> <p>2 (Requested portion of the record</p> <p>3 read back.)</p> <p>4 A. I did not do any research. I spoke</p> <p>5 with my attorneys to find out what action can</p> <p>6 be taken on behalf of myself and my</p> <p>7 co-workers.</p> <p>8 Q. Did you do any research to</p> <p>9 determine what authority you have to settle</p> <p>10 this case on behalf of others?</p> <p>11 ATTORNEY BRUSTEIN: Objection.</p> <p>12 A. I did not do any research but I</p> <p>13 think I know I have the authority to do so.</p> <p>14 Q. Do you know how many claims are</p> <p>15 alleged in the first amended complaint?</p> <p>16 A. No.</p> <p>17 Q. Why don't we look. Can you turn</p> <p>18 back to exhibit 6, please?</p> <p>19 ATTORNEY BRUSTEIN: Objection. Oh,</p> <p>20 you said amended complaint?</p> <p>21 ATTORNEY LUNDY: Yes.</p> <p>22 ATTORNEY BRUSTEIN: Withdrawn.</p> <p>23 Sorry.</p> <p>24 A. Page what?</p> <p>25 Q. On page 46, please. It states: As</p>	<p style="text-align: right;">Page 51</p> <p>1 O. IVEY</p> <p>2 and for the first cause of action. Let's turn</p> <p>3 to page 49. As and for a second cause of</p> <p>4 action. Let's turn to page 51 --</p> <p>5 ATTORNEY BRUSTEIN: Objection.</p> <p>6 Could you please go a little slower.</p> <p>7 ATTORNEY LUNDY: Sure.</p> <p>8 ATTORNEY BRUSTEIN: If you're</p> <p>9 asking her to follow along.</p> <p>10 Q. 51, As and for third cause of</p> <p>11 action. 52, As and for a fourth cause of</p> <p>12 action. 54, As and for --</p> <p>13 ATTORNEY BRUSTEIN: Do you need</p> <p>14 more time to see what she's doing?</p> <p>15 A. Yeah, can you ...</p> <p>16 (The witness reviews document.)</p> <p>17 A. Okay.</p> <p>18 Q. Page 57, As and for a sixth cause</p> <p>19 of action.</p> <p>20 A. Okay. Mm-hmm.</p> <p>21 Q. At the time the amended complaint</p> <p>22 was filed, six causes of action were alleged</p> <p>23 in this pleading, right?</p> <p>24 ATTORNEY BRUSTEIN: Objection.</p> <p>25 Q. Based upon what we just reviewed?</p>
<p style="text-align: right;">Page 52</p> <p>1 O. IVEY</p> <p>2 A. Yes.</p> <p>3 Q. Do you know that some of those</p> <p>4 causes of action have been withdrawn in this</p> <p>5 lawsuit?</p> <p>6 A. I am sure --</p> <p>7 ATTORNEY BRUSTEIN: Objection.</p> <p>8 A. -- that whatever was done was done</p> <p>9 with my well-being in mind, by my attorneys.</p> <p>10 So yes.</p> <p>11 Q. My question was were you aware that</p> <p>12 some of the causes of action have been</p> <p>13 withdrawn from this amended complaint?</p> <p>14 A. Yes.</p> <p>15 Q. When did you become aware of that?</p> <p>16 ATTORNEY BRUSTEIN: Objection.</p> <p>17 A. When it was presented to me.</p> <p>18 Q. Was it before or after the claims</p> <p>19 were withdrawn?</p> <p>20 ATTORNEY BRUSTEIN: Objection.</p> <p>21 A. Well, whenever my attorneys are</p> <p>22 going to make a decision on anything they</p> <p>23 would speak with us. They would call me on</p> <p>24 the phone and they would tell us what exactly</p> <p>25 they are going to do, as far as what they're</p>	<p style="text-align: right;">Page 53</p> <p>1 O. IVEY</p> <p>2 filing, what they're withdrawing and all of</p> <p>3 that. After they are through, they send us</p> <p>4 the documents and --</p> <p>5 ATTORNEY BRUSTEIN: I'm going to</p> <p>6 object and direct you not to speak about</p> <p>7 what's provided to you or not provided</p> <p>8 to you.</p> <p>9 THE WITNESS: Okay.</p> <p>10 ATTORNEY BRUSTEIN: And the</p> <p>11 substance of those conversations.</p> <p>12 Q. Yes, agreed. I don't want to know</p> <p>13 what you talk about with your attorneys.</p> <p>14 Do you know what causes of action</p> <p>15 have been withdrawn?</p> <p>16 A. I don't know off the top of my</p> <p>17 head.</p> <p>18 Q. Do you think it's within every</p> <p>19 putative class member's interest to withdraw</p> <p>20 certain claims from this lawsuit?</p> <p>21 ATTORNEY BRUSTEIN: Objection.</p> <p>22 A. Could you --</p> <p>23 Q. Sure.</p> <p>24 A. -- ask that question again? I</p> <p>25 don't understand what you're asking.</p>

<p style="text-align: right;">Page 54</p> <p>1 O. IVEY</p> <p>2 Q. Sure. Do you think it was in</p> <p>3 everyone's best interest -- you represented</p> <p>4 that as a class representative it's your job</p> <p>5 to ensure their interests.</p> <p>6 A. Yes.</p> <p>7 Q. Do you think it was in their</p> <p>8 interest to withdraw some of those claims?</p> <p>9 ATTORNEY BRUSTEIN: Objection.</p> <p>10 A. Yes.</p> <p>11 Q. But you don't know what those</p> <p>12 claims are?</p> <p>13 ATTORNEY BRUSTEIN: Objection;</p> <p>14 mischaracterization.</p> <p>15 A. Well, I read the documents that</p> <p>16 were presented to me. I don't memorize them.</p> <p>17 So if I am going to be looking at something</p> <p>18 and making a decision or being asked to make a</p> <p>19 decision on something or advised by my</p> <p>20 attorneys to make a decision on something,</p> <p>21 because it's there, I'm not going to memorize</p> <p>22 it. I can't memorize -- this is a very big</p> <p>23 document. I cannot memorize everything.</p> <p>24 Q. Ms. Ivey, that wasn't my question.</p> <p>25 I asked you if you can identify what causes of</p>	<p style="text-align: right;">Page 55</p> <p>1 O. IVEY</p> <p>2 action were withdrawn that you believe were in</p> <p>3 the other putative class members interests?</p> <p>4 A. I don't remember.</p> <p>5 ATTORNEY BRUSTEIN: Objection.</p> <p>6 Q. Okay, thank you. Are you</p> <p>7 represented by counsel in this case?</p> <p>8 A. I am.</p> <p>9 Q. How many attorneys are representing</p> <p>10 you in this matter?</p> <p>11 A. Three.</p> <p>12 Q. Can you identify them for me,</p> <p>13 please?</p> <p>14 A. There's Maya Risman, there's Evan</p> <p>15 Brustein and this gentleman that's here.</p> <p>16 Q. Do you know the gentleman next to</p> <p>17 you's name?</p> <p>18 A. Yes, I do. But I am so flustered</p> <p>19 right now, I ...</p> <p>20 Q. How did you select the lawyers in</p> <p>21 this case?</p> <p>22 A. So I was given the name of Evan</p> <p>23 first -- this is Brian, by the way.</p> <p>24 Q. Do you recall his last name?</p> <p>25 A. I was given the name of Evan first,</p>
<p style="text-align: right;">Page 56</p> <p>1 O. IVEY</p> <p>2 Evan Brustein and Maya Risman, and I went</p> <p>3 online and looked them up.</p> <p>4 Q. Who gave you their name, if anyone?</p> <p>5 A. Vivian gave me their names.</p> <p>6 Q. How did Vivian give you their</p> <p>7 names?</p> <p>8 A. She told me on the phone.</p> <p>9 Q. Do you know where she found their</p> <p>10 names?</p> <p>11 A. No.</p> <p>12 Q. Did she tell you?</p> <p>13 A. No.</p> <p>14 Q. Prior to engaging your attorneys in</p> <p>15 this matter what research, if any, did you</p> <p>16 determine qualified them to represent you and</p> <p>17 other individuals similarly situated to you in</p> <p>18 this matter?</p> <p>19 A. Well, I looked them up online, I</p> <p>20 looked at their -- I saw that they were</p> <p>21 attorneys experienced in the matter, and was</p> <p>22 able to answer questions -- I thought they</p> <p>23 would be able to answer my questions and --</p> <p>24 ATTORNEY BRUSTEIN: I'm going to</p> <p>25 object and direct her not to -- to limit</p>	<p style="text-align: right;">Page 57</p> <p>1 O. IVEY</p> <p>2 her answer to anything that doesn't</p> <p>3 involve attorney-client communication.</p> <p>4 ATTORNEY LUNDY: That's fine.</p> <p>5 ATTORNEY BRUSTEIN: So any</p> <p>6 conversations that you had with your</p> <p>7 attorneys should not be part of the</p> <p>8 answer. Outside of those</p> <p>9 communications.</p> <p>10 A. So basically I looked them up</p> <p>11 online and then reached out to them. And in</p> <p>12 my initial conversation, I was comfortable.</p> <p>13 Q. Anything else?</p> <p>14 A. No.</p> <p>15 Q. Did you consider any other</p> <p>16 attorneys before engaging those representing</p> <p>17 you here?</p> <p>18 A. Some added names were thrown out,</p> <p>19 but I don't remember the names that were</p> <p>20 thrown out.</p> <p>21 Q. When you say thrown out, what does</p> <p>22 that mean?</p> <p>23 A. That was mentioned to me.</p> <p>24 Q. By who?</p> <p>25 A. By Vivian.</p>

<p style="text-align: right;">Page 58</p> <p>1 O. IVEY</p> <p>2 Q. Did you do any independent research</p> <p>3 or investigation other than relying on what</p> <p>4 Ms. Holmes presented to you?</p> <p>5 ATTORNEY BRUSTEIN: Objection.</p> <p>6 A. Yes, I went online and Googled</p> <p>7 them.</p> <p>8 Q. Other than the attorneys' names</p> <p>9 that Ms. Holmes provided to you, did you do</p> <p>10 your own independent research or investigation</p> <p>11 to identify any other potential attorneys to</p> <p>12 represent you and others similarly situated in</p> <p>13 this case?</p> <p>14 ATTORNEY BRUSTEIN: Objection.</p> <p>15 A. I might have Googled labor lawyers.</p> <p>16 Q. Did you identify anyone?</p> <p>17 A. I don't remember who I might have</p> <p>18 came up on. But I was -- I zeroed in on -- on</p> <p>19 Evan and Maya from early on.</p> <p>20 Q. How were you introduced to</p> <p>21 Mr. Bromberg?</p> <p>22 A. Mr. Bromberg. I don't ... I was</p> <p>23 introduced to him I think on Zoom.</p> <p>24 Q. Do you recall who introduced you?</p> <p>25 A. It was Evan and Maya.</p>	<p style="text-align: right;">Page 59</p> <p>1 O. IVEY</p> <p>2 Q. Did you do any independent</p> <p>3 investigation prior to retaining Mr. Bromberg</p> <p>4 to represent you and others similarly situated</p> <p>5 in this matter?</p> <p>6 A. I went online and looked him up.</p> <p>7 Q. Anything else?</p> <p>8 A. No.</p> <p>9 ATTORNEY BRUSTEIN: Objection. I'm</p> <p>10 just going to direct again to limit the</p> <p>11 answer to not include attorney-client</p> <p>12 communications.</p> <p>13 Q. When you say you looked him up,</p> <p>14 what does that mean?</p> <p>15 A. I Googled him and I looked at, um,</p> <p>16 his business -- his practice. And I looked at</p> <p>17 things that -- that he did online.</p> <p>18 Q. Anything else?</p> <p>19 A. No.</p> <p>20 Q. Do you have a written fee agreement</p> <p>21 with your attorneys?</p> <p>22 A. Could you explain what that means?</p> <p>23 Q. Do you have an engagement letter</p> <p>24 with your attorneys?</p> <p>25 A. I have -- I retained my attorneys.</p>
<p style="text-align: right;">Page 60</p> <p>1 O. IVEY</p> <p>2 I don't have a fee that they're charging me --</p> <p>3 ATTORNEY BRUSTEIN: Objection. I</p> <p>4 am going to just direct the witness not</p> <p>5 to discuss what fee agreement there is,</p> <p>6 just whether or not one exists.</p> <p>7 Q. Are you going to accept your</p> <p>8 attorney's direction not to respond to the</p> <p>9 question?</p> <p>10 ATTORNEY BRUSTEIN: Objection. And</p> <p>11 we went through this yesterday.</p> <p>12 ATTORNEY LUNDY: That's fine. We</p> <p>13 can make that record as we did</p> <p>14 yesterday.</p> <p>15 ATTORNEY BRUSTEIN: I would ask</p> <p>16 that you not question my witnesses if</p> <p>17 they're going to take attorney's advice.</p> <p>18 I don't think it's an appropriate</p> <p>19 objection.</p> <p>20 There's no reason for you to react.</p> <p>21 ATTORNEY LUNDY: So just so we can</p> <p>22 create the record.</p> <p>23 Q. Ms. Ivey, when your attorney is</p> <p>24 directing you not to respond to a question you</p> <p>25 are going to take his recommendation, is that</p>	<p style="text-align: right;">Page 61</p> <p>1 O. IVEY</p> <p>2 right?</p> <p>3 A. Yes.</p> <p>4 Q. Okay. Thank you. Are you</p> <p>5 incurring any out of pocket costs or fees in</p> <p>6 connection with this lawsuit?</p> <p>7 ATTORNEY BRUSTEIN: Objection.</p> <p>8 A. No.</p> <p>9 Q. Do you have any responsibilities</p> <p>10 for the costs relating to the class?</p> <p>11 ATTORNEY BRUSTEIN: Objection.</p> <p>12 A. No.</p> <p>13 Q. And if notice was required to be</p> <p>14 provided to the class of those similarly</p> <p>15 situated to you, would you be responsible for</p> <p>16 the costs of sending those notices?</p> <p>17 ATTORNEY BRUSTEIN: Objection.</p> <p>18 A. No.</p> <p>19 Q. Are you prepared to pay the</p> <p>20 defendants' legal fees if that came to pass in</p> <p>21 this lawsuit?</p> <p>22 ATTORNEY BRUSTEIN: Objection.</p> <p>23 A. What do you mean by -- if I'm</p> <p>24 prepared to pay out of my pocket?</p> <p>25 Q. Would you be personally prepared to</p>

<p>Page 62</p> <p>1 O. IVEY</p> <p>2 incur the financial obligations to pay the</p> <p>3 defendants' attorneys' fees if that came to</p> <p>4 pass in this lawsuit?</p> <p>5 ATTORNEY BRUSTEIN: Objection.</p> <p>6 A. No.</p> <p>7 Q. All right. We're going to go</p> <p>8 through lots of documents but we'll do it</p> <p>9 quickly, all right? You can put exhibit 6 to</p> <p>10 the side for the time being. Thank you.</p> <p>11 (Defendants' Exhibit 7, Notice of</p> <p>12 Motion to Compel Arbitration and Dismiss</p> <p>13 Class Claims and Stay Action, Memorandum</p> <p>14 of Law in Support was previously marked</p> <p>15 for identification.)</p> <p>16 Q. Ms. Ivey, I am going to show you a</p> <p>17 document that's been marked exhibit 7.</p> <p>18 ATTORNEY BRUSTEIN: Does Paul have</p> <p>19 these copies --</p> <p>20 ATTORNEY LUNDY: No.</p> <p>21 ATTORNEY BRUSTEIN: -- or is he</p> <p>22 just hanging out?</p> <p>23 ATTORNEY LUNDY: He doesn't have</p> <p>24 the copies.</p> <p>25 ATTORNEY BOLAND: You've got all of</p>	<p>Page 63</p> <p>1 O. IVEY</p> <p>2 them there if you want to look at them</p> <p>3 again.</p> <p>4 ATTORNEY BRUSTEIN: So if you can</p> <p>5 just give me a minute.</p> <p>6 ATTORNEY LUNDY: 7 through 19.</p> <p>7 Sure.</p> <p>8 Q. Ms. Ivey, you have in front of you</p> <p>9 a document that was marked yesterday as</p> <p>10 exhibit 7 titled Notice of Motion to Compel</p> <p>11 Arbitration, Dismiss Class Claims and Stay</p> <p>12 Action.</p> <p>13 Have you seen this document before?</p> <p>14 A. Yes.</p> <p>15 Q. Are you aware that a motion was</p> <p>16 filed by the defendants to have this case</p> <p>17 taken out of litigation and compelled to</p> <p>18 arbitration?</p> <p>19 A. Yes.</p> <p>20 Q. Do you have a file or any of the</p> <p>21 documents from this lawsuit at home?</p> <p>22 ATTORNEY BRUSTEIN: Objection.</p> <p>23 A. I have them on my computer.</p> <p>24 Q. Thank you.</p> <p>25 (Defendants' Exhibit 8, Declaration</p>
<p>Page 64</p> <p>1 O. IVEY</p> <p>2 of Cathy Hwang was previously marked for</p> <p>3 identification.)</p> <p>4 Q. Let's turn to exhibit 8, please.</p> <p>5 The document in front of you was</p> <p>6 marked --</p> <p>7 ATTORNEY BRUSTEIN: You're not</p> <p>8 going back to 7, right?</p> <p>9 ATTORNEY LUNDY: No. We'll try to</p> <p>10 breeze through these quickly.</p> <p>11 Q. The document marked exhibit 8 is</p> <p>12 titled Declaration of Cathy Hwang and it's</p> <p>13 dated November 15, 2022.</p> <p>14 Have you seen this document before?</p> <p>15 ATTORNEY BRUSTEIN: Objection.</p> <p>16 A. Yes.</p> <p>17 Q. Do you know what matter it's in</p> <p>18 reference to?</p> <p>19 ATTORNEY BRUSTEIN: Objection.</p> <p>20 A. It's in reference to the lawsuit</p> <p>21 that we're bringing.</p> <p>22 Q. When did you see this document?</p> <p>23 ATTORNEY BRUSTEIN: Objection.</p> <p>24 A. I don't remember what date.</p> <p>25 Q. Do you maintain a copy of this</p>	<p>Page 65</p> <p>1 O. IVEY</p> <p>2 document in your files? Electronically or</p> <p>3 otherwise?</p> <p>4 ATTORNEY BRUSTEIN: Objection.</p> <p>5 A. Electronically, yes.</p> <p>6 Q. Did you ever review this document?</p> <p>7 ATTORNEY BRUSTEIN: Objection.</p> <p>8 A. Yes.</p> <p>9 (Defendants' Exhibit 9, Memorandum</p> <p>10 of Law in Opposition to Defendants'</p> <p>11 Motion to Compel Arbitration, Dismiss</p> <p>12 Class Claims and Stay Action was</p> <p>13 previously marked for identification.)</p> <p>14 Q. I am going to show you a document</p> <p>15 marked exhibit 9. This document is dated</p> <p>16 December 6, 2022 titled Memorandum of Law in</p> <p>17 Opposition to Defendants' Motion to Compel</p> <p>18 Arbitration, Dismiss Class Claims and Stay</p> <p>19 Action.</p> <p>20 Have you seen this document before?</p> <p>21 A. Yes.</p> <p>22 Q. When did you see this document</p> <p>23 before?</p> <p>24 A. I don't remember the dates.</p> <p>25 Q. Do you know whether or not you saw</p>

<p>Page 66</p> <p>1 O. IVEY</p> <p>2 this document before December 6, 2022?</p> <p>3 ATTORNEY BRUSTEIN: Objection.</p> <p>4 A. I don't remember the dates.</p> <p>5 Q. Did you ever review documents</p> <p>6 before they're filed in this lawsuit on your</p> <p>7 behalf?</p> <p>8 A. Yes.</p> <p>9 Q. Do you recall specifically</p> <p>10 reviewing this document before it was filed?</p> <p>11 ATTORNEY BRUSTEIN: Objection.</p> <p>12 A. I don't remember.</p> <p>13 (Defendants' Exhibit 10,</p> <p>14 Declaration of Evan Brustein was</p> <p>15 previously marked for identification.)</p> <p>16 Q. I am going to show you a document</p> <p>17 marked exhibit 10. Ms. Ivey, I have given you</p> <p>18 a document marked exhibit 10. It's titled</p> <p>19 Declaration of Evan Brustein, and it's dated</p> <p>20 December 5, 2022.</p> <p>21 Have you seen this document before?</p> <p>22 A. Yes.</p> <p>23 Q. Are you aware that the defendants,</p> <p>24 the Warner defendants in this case have filed</p> <p>25 a motion to dismiss the amended complaint in</p>	<p>Page 67</p> <p>1 O. IVEY</p> <p>2 its entirety?</p> <p>3 A. Yes, I am aware.</p> <p>4 Q. When did you become aware of that?</p> <p>5 A. I don't remember what date.</p> <p>6 Q. Did you review this document before</p> <p>7 it was filed?</p> <p>8 A. Yes.</p> <p>9 Q. And if you look on the last page of</p> <p>10 this document --</p> <p>11 A. Yes.</p> <p>12 Q. -- it's titled Declaration of Olive</p> <p>13 Ivey and it's dated December 5, and there is a</p> <p>14 signature at the bottom. Is that your</p> <p>15 signature?</p> <p>16 A. It is, yes.</p> <p>17 Q. And do you recall signing this</p> <p>18 document?</p> <p>19 A. Yes.</p> <p>20 Q. And as you sit here today do you</p> <p>21 believe that the information contained in this</p> <p>22 declaration is true and accurate?</p> <p>23 A. Yes.</p> <p>24 Q. And in this declaration you state</p> <p>25 at paragraph 3: I have reviewed the EmPact</p>
<p>Page 68</p> <p>1 O. IVEY</p> <p>2 agreement annexed to the declaration of Evan</p> <p>3 Brustein dated December 5, 2022 and that it is</p> <p>4 true and accurate copy of the EmPact agreement</p> <p>5 last revised February 2018 and I have</p> <p>6 acknowledged receiving in 2018.</p> <p>7 ATTORNEY BRUSTEIN: Objection.</p> <p>8 Q. Is the EmPact agreement referenced</p> <p>9 in paragraph 3 the EmPact agreement attached</p> <p>10 to this exhibit 10?</p> <p>11 A. It would appear so, yes.</p> <p>12 Q. In connection with this lawsuit is</p> <p>13 this the EmPact agreement that you have</p> <p>14 brought claims under?</p> <p>15 A. Yes.</p> <p>16 Q. Your declaration also confirms that</p> <p>17 you signed the EmPact agreement, is that</p> <p>18 right?</p> <p>19 ATTORNEY BRUSTEIN: Objection.</p> <p>20 A. Yes.</p> <p>21 Q. And you believe it's a valid</p> <p>22 contract, is that right?</p> <p>23 A. Yes.</p> <p>24 Q. And you believe that you and all</p> <p>25 others similarly situated fully complied with</p>	<p>Page 69</p> <p>1 O. IVEY</p> <p>2 your obligations under the agreement?</p> <p>3 A. Yes.</p> <p>4 Q. How do you know that others fully</p> <p>5 complied with their obligations under this</p> <p>6 agreement?</p> <p>7 ATTORNEY BRUSTEIN: Objection.</p> <p>8 A. Well, I think that it's an</p> <p>9 agreement between us and the people that</p> <p>10 presented it to us, and if we don't comply to</p> <p>11 the EmPact then there are consequences to</p> <p>12 that.</p> <p>13 Q. How do you know that other</p> <p>14 individuals fully complied with the contract?</p> <p>15 How do you know?</p> <p>16 ATTORNEY BRUSTEIN: Objection.</p> <p>17 A. Because if we don't -- if -- 40</p> <p>18 years I have been at the Four Seasons midtown.</p> <p>19 If we don't comply to the EmPact agreement</p> <p>20 then there are consequences for that.</p> <p>21 Q. Did you speak to any others</p> <p>22 similarly situated to you to confirm that they</p> <p>23 fully complied with the EmPact agreement?</p> <p>24 A. I have not spoken to them.</p> <p>25 Q. But your allegations in your</p>

<p>Page 70</p> <p>1 O. IVEY</p> <p>2 complaint say that you fully complied with the</p> <p>3 EmPact agreement, is that right?</p> <p>4 A. Yes.</p> <p>5 Q. Okay. But you don't know for sure</p> <p>6 if others fully complied with the EmPact</p> <p>7 agreement, right?</p> <p>8 ATTORNEY BRUSTEIN: Objection.</p> <p>9 A. I don't know.</p> <p>10 Q. Let's put this aside. We'll be</p> <p>11 referring back to it later today.</p> <p>12 (Defendants' Exhibit 11, Reply</p> <p>13 Memorandum of Law in Further Support of</p> <p>14 the Warner Defendants' Motion to Compel</p> <p>15 was previously marked for</p> <p>16 identification.)</p> <p>17 Q. Ms. Ivey I'm showing you a document</p> <p>18 marked yesterday as exhibit 11. It's dated</p> <p>19 December 13, 2022 and it's titled Reply</p> <p>20 Memorandum of Law in Further Support of the</p> <p>21 Warner Defendants' Motion to Compel</p> <p>22 Arbitration.</p> <p>23 Have you seen this document before?</p> <p>24 A. Yes.</p> <p>25 Q. And have you reviewed it before?</p>	<p>Page 71</p> <p>1 O. IVEY</p> <p>2 A. Yes.</p> <p>3 Q. And do you maintain it in your</p> <p>4 files?</p> <p>5 ATTORNEY BRUSTEIN: Objection.</p> <p>6 A. More than likely, yeah.</p> <p>7 Q. And do you recall when you reviewed</p> <p>8 this document before?</p> <p>9 ATTORNEY BRUSTEIN: Objection.</p> <p>10 A. I don't remember.</p> <p>11 Q. Do you recall when you received</p> <p>12 this?</p> <p>13 ATTORNEY BRUSTEIN: Objection.</p> <p>14 A. I don't remember.</p> <p>15 (Defendants' Exhibit 12, Notice of</p> <p>16 Motion to Dismiss, Memorandum of Law in</p> <p>17 Support of the Warner Defendants' Motion</p> <p>18 to Dismiss the Complaint was previously</p> <p>19 marked for identification.)</p> <p>20 Q. Ms. Ivey, I am going to show you a</p> <p>21 document that has been marked yesterday as</p> <p>22 exhibit 12, and it's dated December 5, 2022</p> <p>23 and its titled Notice of Motion to Dismiss,</p> <p>24 and two pages in there's a Memorandum of Law</p> <p>25 in Support of the Warner Defendants' Motion to</p>
<p>Page 72</p> <p>1 O. IVEY</p> <p>2 Dismiss the Complaint.</p> <p>3 Have you seen this before?</p> <p>4 ATTORNEY BRUSTEIN: Objection.</p> <p>5 A. Yes.</p> <p>6 Q. And do you know what it's in</p> <p>7 reference to?</p> <p>8 A. I think it's in reference to a</p> <p>9 motion to dismiss the case.</p> <p>10 Q. You previously testified that you</p> <p>11 are aware that there were motions to dismiss</p> <p>12 the complaint in this action, right?</p> <p>13 A. Yes.</p> <p>14 Q. Are you aware that there were two</p> <p>15 motions to dismiss the complaint in this</p> <p>16 action?</p> <p>17 ATTORNEY BRUSTEIN: Objection.</p> <p>18 A. Yes.</p> <p>19 Q. Do you recall when they were filed?</p> <p>20 A. I don't remember dates.</p> <p>21 Q. Do you know whether any are</p> <p>22 currently pending?</p> <p>23 A. I don't – I don't know. I don't</p> <p>24 remember.</p> <p>25 (Defendants' Exhibit 13,</p>	<p>Page 73</p> <p>1 O. IVEY</p> <p>2 Declaration of Elizabeth Ortiz was</p> <p>3 previously marked for identification.)</p> <p>4 Q. Ms. Ivey, I am going to show you a</p> <p>5 document marked exhibit 13. This is a</p> <p>6 document dated December 2, 2022 and it's</p> <p>7 titled Declaration of Elizabeth Ortiz.</p> <p>8 Have you seen this before?</p> <p>9 ATTORNEY BRUSTEIN: Objection.</p> <p>10 A. I don't remember if I saw this</p> <p>11 before. I don't remember. I don't remember</p> <p>12 if I've seen this before.</p> <p>13 (Defendants' Exhibit 14, Notice of</p> <p>14 Motion to Dismiss, Memorandum of Law in</p> <p>15 Support of the Warner Defendants' Motion</p> <p>16 to Dismiss was previously marked for</p> <p>17 identification.)</p> <p>18 Q. Ms. Ivey, I am going to show you a</p> <p>19 document marked exhibit 14. It's dated</p> <p>20 January 20, 2023 titled Notice of Motion to</p> <p>21 Dismiss and Memorandum of Law in Support of</p> <p>22 the Warner Defendants' Motion to Dismiss the</p> <p>23 Amended Complaint on the third page.</p> <p>24 Have you seen this document before?</p> <p>25 A. I don't remember if I have seen</p>

<p>Page 74</p> <p>1 O. IVEY</p> <p>2 this document before.</p> <p>3 Q. Do you believe as a class</p> <p>4 representative it's your responsibility to</p> <p>5 review all documents that have been filed in</p> <p>6 this lawsuit?</p> <p>7 ATTORNEY BRUSTEIN: Objection.</p> <p>8 A. Yes.</p> <p>9 Q. But you just testified that you</p> <p>10 don't recall whether or not you've seen that</p> <p>11 document before, is that right?</p> <p>12 A. Right. Because it's a lot of</p> <p>13 documents and it's -- its a lot of documents.</p> <p>14 I don't remember -- I read documents that are</p> <p>15 presented to me and sometimes I don't</p> <p>16 remember -- it's a lot. And I'm not -- I'm</p> <p>17 not a legal mind.</p> <p>18 (Defendants' Exhibit 15,</p> <p>19 Declaration of Elizabeth Ortiz with</p> <p>20 exhibits was previously marked for</p> <p>21 identification.)</p> <p>22 Q. I am going to show you a document</p> <p>23 marked exhibit 15. This is dated December --</p> <p>24 sorry -- January 19, 2023. It's titled</p> <p>25 Declaration of Elizabeth Ortiz.</p>	<p>Page 75</p> <p>1 O. IVEY</p> <p>2 Have you seen this document before?</p> <p>3 ATTORNEY BRUSTEIN: Objection.</p> <p>4 A. I don't remember if I have seen</p> <p>5 this document before.</p> <p>6 (Defendants' Exhibit 16,</p> <p>7 Plaintiffs' Memorandum of Law in</p> <p>8 Opposition to Defendants' Hotel 57</p> <p>9 Services Motion to Dismiss the Amended</p> <p>10 Complaint was previously marked for</p> <p>11 identification.)</p> <p>12 Q. Ms. Ivey, I am going to show you a</p> <p>13 document marked exhibit 16. It's dated</p> <p>14 February 7, 2023. It's titled Plaintiffs'</p> <p>15 Memorandum of Law in Opposition to Defendants'</p> <p>16 Hotel 57 Services LLC, Hotel 57 LLC, Ty Warner</p> <p>17 Hotels & Resorts LLC and H. Ty Warner's Motion</p> <p>18 to Dismiss LLC.</p> <p>19 Have you seen this document before?</p> <p>20 ATTORNEY BRUSTEIN: Objection.</p> <p>21 A. I don't remember if I've seen this</p> <p>22 document before.</p> <p>23 Q. Do you know whether this document</p> <p>24 identifies the withdrawal of any of the</p> <p>25 allegations in the complaint?</p>
<p>Page 76</p> <p>1 O. IVEY</p> <p>2 ATTORNEY BRUSTEIN: Objection.</p> <p>3 A. I don't remember -- I would have to</p> <p>4 look. I don't remember if I have seen it</p> <p>5 before. I don't remember, so I wouldn't know</p> <p>6 that.</p> <p>7 ATTORNEY BRUSTEIN: I am going to</p> <p>8 need just a minute.</p> <p>9 ATTORNEY LUNDY: Sure.</p> <p>10 ATTORNEY BRUSTEIN: I don't mean to</p> <p>11 go off the record. I mean to find 17.</p> <p>12 ATTORNEY LUNDY: Oh, sure.</p> <p>13 ATTORNEY BRUSTEIN: We had a good</p> <p>14 run, but ...</p> <p>15 ATTORNEY LUNDY: Yes. You can take</p> <p>16 my copy. It's okay (handing.)</p> <p>17 ATTORNEY BRUSTEIN: Thank you.</p> <p>18 (Defendants' Exhibit 17,</p> <p>19 Declaration of Evan Brustein with</p> <p>20 exhibits was previously marked for</p> <p>21 identification.)</p> <p>22 Q. Ms. Ivey, I am going to show you a</p> <p>23 document that has been marked exhibit 17.</p> <p>24 Have you seen this document before?</p> <p>25 (The witness reviews document.)</p>	<p>Page 77</p> <p>1 O. IVEY</p> <p>2 A. I'll see if something jogs my</p> <p>3 memory about which document this is. I don't</p> <p>4 remember.</p> <p>5 Q. And this document is titled</p> <p>6 Declaration of Evan Brustein, is that right?</p> <p>7 A. Yes.</p> <p>8 Q. And on the second page it's a</p> <p>9 Memorandum of Law in Opposition to Petition</p> <p>10 For Appointment of Arbitrators?</p> <p>11 ATTORNEY BRUSTEIN: Objection.</p> <p>12 ATTORNEY LUNDY: Strike that,</p> <p>13 please.</p> <p>14 A. Yeah, I see that second page.</p> <p>15 (Defendants' Exhibit 19, Reply</p> <p>16 Memorandum of Law in Further Support of</p> <p>17 the Warner Defendants' Motion to Dismiss</p> <p>18 the Amended Complaint was previously</p> <p>19 marked for identification.)</p> <p>20 Q. Ms. Ivey, I am going to show you a</p> <p>21 document marked exhibit 19. It's dated</p> <p>22 February 14, 2023. And it's a Reply</p> <p>23 Memorandum of Law in Further Support of the</p> <p>24 Warner Defendants Motion to Dismiss the</p> <p>25 Amended Complaint.</p>

Page 78

1 O. IVEY
2 Have you seen this before?
3 A. I don't remember.
4 ATTORNEY BROMBERG: Did we skip 18?
5 ATTORNEY LUNDY: We did.
6 ATTORNEY BROMBERG: Just making
7 sure.
8 ATTORNEY BRUSTEIN: Are you done
9 with that segment?
10 ATTORNEY LUNDY: Yes. Do you want
11 to take a break?
12 ATTORNEY BRUSTEIN: I think a
13 five-minute break?
14 ATTORNEY LUNDY: Sure. That works.
15 ATTORNEY BRUSTEIN: Thank you.
16 --
17 (Recess from 11:21 to 11:31.)
18 --
19 ATTORNEY LUNDY: Back on the
20 record.
21 Q. Ms. Ivey, as a plaintiff in this
22 matter, do you understand that you have an
23 obligation in this lawsuit to cooperate in the
24 production of documents and information?
25 A. Yes.

Page 80

1 O. IVEY
2 A. That's basically it.
3 Q. Do you maintain any hard copy files
4 pertaining to your employment at the hotel?
5 ATTORNEY BRUSTEIN: Objection.
6 A. No.
7 Q. Do you maintain any electronic
8 files pertaining to your employment at the
9 hotel?
10 ATTORNEY BRUSTEIN: Objection.
11 A. I have my emails.
12 Q. Anything else?
13 A. No.
14 Q. Ms. Ivey, I am going to show you a
15 document that was previously marked yesterday
16 as exhibit 20.
17 (Defendants' Exhibit 20,
18 Plaintiffs' Rule 26 (A)(1)(A) Initial
19 Disclosures was previously marked for
20 identification.)
21 Q. Ms. Ivey, I have shown you a
22 document that's been previously marked as
23 exhibit 20. Have you seen this document
24 before?
25 A. In this entirety, no.

Page 79

1 O. IVEY
2 Q. Can you please describe what you
3 have done to cooperate in the production of
4 documents and information?
5 ATTORNEY BRUSTEIN: Objection and
6 I'm going to direct her to exclude from
7 that answer communications and providing
8 documents or receiving documents with
9 counsel.
10 Q. Ms. Ivey, what did you
11 independently do to identify and locate any
12 documents to be produced in this lawsuit?
13 A. I searched for all correspondence
14 that I received.
15 Q. How did you search for those
16 correspondence?
17 A. On my email.
18 Q. Anything else?
19 A. Any mails that I might have
20 received.
21 Q. When you say "mails" what do you
22 mean?
23 A. Any mail from -- well, I received a
24 mail from Principal, so I turned it over.
25 Q. Anything else?

Page 81

1 O. IVEY
2 Q. And if you turn to the second page
3 you'll see at the bottom there are markings --
4 you'll see markings Staley v FSR 0001. Do you
5 see that?
6 A. No. On --
7 ATTORNEY BRUSTEIN: You said the
8 second page.
9 ATTORNEY LUNDY: I'm sorry. I
10 wasn't looking at the actual document.
11 Q. Beginning at the production.
12 A. This one here?
13 Q. Correct.
14 A. Okay.
15 Q. And do you see at the bottom of
16 that page the marking Staley v FSR 0001?
17 A. Yes.
18 Q. And if you turn to the last page
19 you'll see a different number in the same
20 location, and that is Staley v FSR 0261. Do
21 you see that?
22 A. Yes.
23 Q. And is it your understanding that
24 the documents marked Staley v FSR 0001 through
25 Staley v FSR 0261 was the entire initial

<p>Page 82</p> <p>1 O. IVEY</p> <p>2 production of plaintiffs in this matter?</p> <p>3 ATTORNEY BRUSTEIN: Objection.</p> <p>4 A. I am assuming it is.</p> <p>5 Q. Ms. Ivey, if you turn back to the</p> <p>6 first document, which is titled Plaintiffs'</p> <p>7 Rule 26 (A)(1)(A) Initial Disclosures, and if</p> <p>8 you turn to, it's under section B. And you</p> <p>9 will see the identifiers that we were just</p> <p>10 referencing, Staley v FSR 0001. Do you see</p> <p>11 that?</p> <p>12 A. Yes.</p> <p>13 Q. In section B?</p> <p>14 A. Yes.</p> <p>15 Q. Can you review B for a moment and</p> <p>16 let me know when you're done.</p> <p>17 A. Okay.</p> <p>18 (The witness reviews document.)</p> <p>19 A. Okay.</p> <p>20 Q. You previously testified that you</p> <p>21 had gathered responsive documents and</p> <p>22 information in connection with this lawsuit.</p> <p>23 Are any of those documents that you were</p> <p>24 referring to identified in this section B of</p> <p>25 this document?</p>	<p>Page 83</p> <p>1 O. IVEY</p> <p>2 (The witness reviews document.)</p> <p>3 A. Yes.</p> <p>4 Q. Do you recall when you gathered</p> <p>5 responsive documents for this lawsuit?</p> <p>6 A. I don't remember the date, no.</p> <p>7 Q. Do you recall whether it was before</p> <p>8 December 26, 2022?</p> <p>9 ATTORNEY BRUSTEIN: Objection.</p> <p>10 A. I don't remember.</p> <p>11 Q. Well, if the documents were</p> <p>12 produced in or about December 26, 2022 it's</p> <p>13 fair to say that it would have been before</p> <p>14 that date, right?</p> <p>15 ATTORNEY BRUSTEIN: Objection.</p> <p>16 A. That's fair to say.</p> <p>17 Q. Have you done anything since</p> <p>18 December 26, 2022 to gather any additional</p> <p>19 responsive documents or information in</p> <p>20 connection with this lawsuit?</p> <p>21 A. I don't remember doing so.</p> <p>22 Q. Ms. Ivey, I am going to -- you can</p> <p>23 put this aside. Thank you.</p> <p>24 (Defendants' Exhibit 21,</p> <p>25 Plaintiffs' First Supplemental</p>
<p>Page 84</p> <p>1 O. IVEY</p> <p>2 Disclosures was previously marked for</p> <p>3 identification.)</p> <p>4 Q. Ms. Ivey, I am going to show you a</p> <p>5 document that was marked yesterday as exhibit</p> <p>6 21. Have you seen this before?</p> <p>7 A. I don't remember seeing this</p> <p>8 document, no.</p> <p>9 Q. I'm sorry, I didn't hear you,</p> <p>10 Ms. Ivey?</p> <p>11 A. I don't remember seeing this</p> <p>12 document, no.</p> <p>13 Q. Okay. This document references at</p> <p>14 number 1, "audio recording on the June 25,</p> <p>15 2021 Zoom meeting," and then it references</p> <p>16 that same Staley v FSR with a new number,</p> <p>17 0262.</p> <p>18 A. Mm-hmm.</p> <p>19 Q. Do you know what that's referring</p> <p>20 to?</p> <p>21 ATTORNEY BRUSTEIN: Objection.</p> <p>22 A. It's referring to the meeting on</p> <p>23 June 25, 2021.</p> <p>24 Q. Have you heard any recording from a</p> <p>25 meeting that occurred on June 25, 2021?</p>	<p>Page 85</p> <p>1 O. IVEY</p> <p>2 A. Yes.</p> <p>3 Q. When did you hear that recording?</p> <p>4 ATTORNEY BRUSTEIN: Objection.</p> <p>5 A. I don't remember the date.</p> <p>6 Q. What meeting are you referring to?</p> <p>7 A. It was a meeting that was held on,</p> <p>8 I think it was Zoom, with the Four Seasons</p> <p>9 Hotel midtown and all employees that wanted to</p> <p>10 log on, and Elizabeth Ortiz was on, as were</p> <p>11 some other Four Seasons, um, folks. I don't</p> <p>12 remember their names.</p> <p>13 Q. Do you know who was on the Zoom</p> <p>14 meeting call other than those you've already</p> <p>15 identified?</p> <p>16 A. There were a lot of employees on.</p> <p>17 There was a lot of people on, so I don't -- I</p> <p>18 don't recall who else was on.</p> <p>19 Q. Do you know who recorded the June</p> <p>20 25, 2021, it was a Teams meeting, do you know</p> <p>21 who recorded that?</p> <p>22 A. I don't know who did.</p> <p>23 Q. Who gave you a copy of the</p> <p>24 recording?</p> <p>25 ATTORNEY BRUSTEIN: Objection. To</p>

<p>Page 86</p> <p>1 O. IVEY</p> <p>2 the extent that that involves</p> <p>3 attorney-client communication, I would</p> <p>4 direct her not to answer. If it came</p> <p>5 from some source other than</p> <p>6 attorney-client communication she can</p> <p>7 answer.</p> <p>8 Q. Can you answer the question?</p> <p>9 A. No.</p> <p>10 Q. Okay. But you don't know who</p> <p>11 recorded the June 25, 2021 --</p> <p>12 A. No.</p> <p>13 Q. -- Teams meeting?</p> <p>14 A. No.</p> <p>15 Q. How many times have you listened to</p> <p>16 the recording?</p> <p>17 A. I listened to it once.</p> <p>18 Q. At the time that the June 25, 2021</p> <p>19 Teams meeting was occurring did you know it</p> <p>20 was being recorded?</p> <p>21 A. No.</p> <p>22 ATTORNEY BRUSTEIN: Objection.</p> <p>23 Q. Did anyone on the Teams meeting</p> <p>24 advise you that it was being recorded?</p> <p>25 ATTORNEY BRUSTEIN: Objection.</p>	<p>Page 87</p> <p>1 O. IVEY</p> <p>2 A. No.</p> <p>3 Q. Where were you located when the</p> <p>4 Teams meeting on June 25, 2021 was occurring,</p> <p>5 physically?</p> <p>6 A. In my house.</p> <p>7 Q. And where is your house?</p> <p>8 A. In Brooklyn.</p> <p>9 Q. You previously testified that there</p> <p>10 were a lot of other employees on the Teams</p> <p>11 meeting call. Do you know where they were</p> <p>12 located?</p> <p>13 A. No.</p> <p>14 Q. Is it possible that they were out</p> <p>15 of state?</p> <p>16 ATTORNEY BRUSTEIN: Objection.</p> <p>17 A. I don't know.</p> <p>18 Q. Do you know whether everyone on</p> <p>19 that call was located in New York State?</p> <p>20 ATTORNEY BRUSTEIN: Objection.</p> <p>21 A. I don't know where they were.</p> <p>22 Q. And during that Teams meeting call</p> <p>23 did you ask any questions?</p> <p>24 A. No.</p> <p>25 Q. Did you submit any questions by any</p>
<p>Page 88</p> <p>1 O. IVEY</p> <p>2 written format during that Teams meeting?</p> <p>3 A. I had questions but they would be</p> <p>4 repetitive for me to ask, because they were</p> <p>5 being asked.</p> <p>6 Q. My question was did you submit any</p> <p>7 written questions?</p> <p>8 A. No. I don't remember submitting</p> <p>9 any.</p> <p>10 Q. Ms. Ivey, I am going to refer you</p> <p>11 to another document. This one is marked</p> <p>12 exhibit 24.</p> <p>13 (Defendants' Exhibit 24,</p> <p>14 Defendants' First Demand For Production</p> <p>15 of Documents was previously marked for</p> <p>16 identification.)</p> <p>17 Q. Have you seen this document before?</p> <p>18 A. Yes.</p> <p>19 Q. Can you identify it for me, please?</p> <p>20 A. It's --</p> <p>21 ATTORNEY BRUSTEIN: Objection.</p> <p>22 A. -- it was basically the document</p> <p>23 asking us to produce documents.</p> <p>24 Q. Do you recall when you saw this</p> <p>25 document?</p>	<p>Page 89</p> <p>1 O. IVEY</p> <p>2 A. I don't remember now.</p> <p>3 Q. You previously testified that you</p> <p>4 gathered certain documents in connection with</p> <p>5 this lawsuit, right?</p> <p>6 A. Yes.</p> <p>7 Q. And is this the document that you</p> <p>8 reviewed to determine what records should be</p> <p>9 produced in this matter?</p> <p>10 ATTORNEY BRUSTEIN: Objection.</p> <p>11 A. I don't remember if this was the</p> <p>12 document that I used, but I do know that a</p> <p>13 list was provided.</p> <p>14 Q. That's fine. Do you know whether</p> <p>15 or not the Warner defendants ever served</p> <p>16 additional requests for documents?</p> <p>17 ATTORNEY BRUSTEIN: Objection.</p> <p>18 A. Yes.</p> <p>19 Q. Do you recall when that was?</p> <p>20 A. I don't remember.</p> <p>21 Q. Do you know whether or not the</p> <p>22 Warner defendants ever served any additional</p> <p>23 requests for documents or information?</p> <p>24 ATTORNEY BRUSTEIN: Objection.</p> <p>25 A. Any additional from the first time?</p>

<p>Page 90</p> <p>1 O. IVEY</p> <p>2 Q. Yes.</p> <p>3 ATTORNEY BRUSTEIN: Objection.</p> <p>4 A. I believe that we had two</p> <p>5 requests -- or we had more than one request.</p> <p>6 There was an initial request and then there</p> <p>7 was an additional request that they needed</p> <p>8 additional information.</p> <p>9 Q. When you say "they" are you</p> <p>10 referring to the defendants?</p> <p>11 A. Yes.</p> <p>12 (Defendants' Exhibit 25,</p> <p>13 Plaintiffs' Responses and Objections to</p> <p>14 Defendants' First Request For Production</p> <p>15 of Documents was previously marked for</p> <p>16 identification.)</p> <p>17 Q. Ms. Ivey, I am showing you a</p> <p>18 document marked exhibit 25. Have you seen</p> <p>19 this document before?</p> <p>20 ATTORNEY BRUSTEIN: Objection.</p> <p>21 A. I don't remember seeing it. I</p> <p>22 don't remember.</p> <p>23 Q. Do you recall reviewing this</p> <p>24 document before?</p> <p>25 A. I don't remember.</p>	<p>Page 91</p> <p>1 O. IVEY</p> <p>2 Q. Throughout the document, let's turn</p> <p>3 to page 20 as an example, document request</p> <p>4 number 44. The document request seeks "all</p> <p>5 documents concerning any administrative</p> <p>6 hearing, lawsuit or legal proceeding" --</p> <p>7 ATTORNEY LUNDY: Strike that.</p> <p>8 Q. Ms. Ivey, I am going to refer you</p> <p>9 to page 4, please. Document request No. 2.</p> <p>10 The request seeks: "All documents concerning</p> <p>11 communications among plaintiffs concerning the</p> <p>12 subject matter of this action and any of the</p> <p>13 factual allegations and/or claims in the</p> <p>14 complaint, specifically including, without</p> <p>15 limitation plaintiffs hire and termination of</p> <p>16 employment at the hotel by any of the</p> <p>17 defendants."</p> <p>18 You previously testified that you</p> <p>19 have text messages with Ms. Holmes, is that</p> <p>20 right?</p> <p>21 ATTORNEY BRUSTEIN: Objection.</p> <p>22 A. Yes, we text.</p> <p>23 Q. And you previously testified that</p> <p>24 those text messages with Ms. Holmes pertained</p> <p>25 to your employment at the hotel, is that</p>
<p>Page 92</p> <p>1 O. IVEY</p> <p>2 right?</p> <p>3 ATTORNEY BRUSTEIN: Objection.</p> <p>4 A. Could you rephrase? It has to do</p> <p>5 with -- we text about friends, family.</p> <p>6 Q. But you --</p> <p>7 A. We also text about if we would be,</p> <p>8 you know, when we would be going back to work.</p> <p>9 Q. And have those text messages been</p> <p>10 produced in this matter?</p> <p>11 ATTORNEY BRUSTEIN: Objection.</p> <p>12 A. I don't recall.</p> <p>13 Q. Thank you.</p> <p>14 (Defendants' Exhibit 26,</p> <p>15 Defendants' First Set of Interrogatories</p> <p>16 was previously marked for</p> <p>17 identification.)</p> <p>18 Q. Ms. Ivey, I am going to show you a</p> <p>19 document marked exhibit 26. Have you seen</p> <p>20 this before?</p> <p>21 (The witness reviews document.)</p> <p>22 ATTORNEY BRUSTEIN: Objection.</p> <p>23 A. I think I have, yes.</p> <p>24 Q. Do you recall when you saw it?</p> <p>25 A. I don't remember the date, no.</p>	<p>Page 93</p> <p>1 O. IVEY</p> <p>2 Q. The document is titled Defendants'</p> <p>3 First Set of Interrogatories. Have you</p> <p>4 gathered any information in connection with</p> <p>5 this lawsuit to be produced in discovery in</p> <p>6 this matter?</p> <p>7 A. Could you please repeat? I'm</p> <p>8 sorry?</p> <p>9 Q. Similar to gathering documents for</p> <p>10 the production in this lawsuit for discovery,</p> <p>11 did you also gather information that should be</p> <p>12 produced as a plaintiff and a class</p> <p>13 representative in this lawsuit?</p> <p>14 ATTORNEY BRUSTEIN: Objection.</p> <p>15 A. Yes.</p> <p>16 Q. Let's turn to interrogatory No. 1.</p> <p>17 It says: Identify by name, address, telephone</p> <p>18 number and relationship to plaintiffs all</p> <p>19 persons with knowledge of information</p> <p>20 concerning and relevant to the subject matter</p> <p>21 of this action and a brief description of that</p> <p>22 knowledge.</p> <p>23 You previously testified that you</p> <p>24 have spoken to other teams members concerning</p> <p>25 your status of employment at the hotel. Did</p>

<p>Page 94</p> <p>1 O. IVEY</p> <p>2 you identify those individuals in response to</p> <p>3 interrogatory No. 1?</p> <p>4 ATTORNEY BRUSTEIN: Objection.</p> <p>5 A. I did not communicate with them as</p> <p>6 far as titles. They were asking if we knew</p> <p>7 when the hotel would reopen, if we would be</p> <p>8 going back to work. That kind of thing. To</p> <p>9 which I did not have an answer for them.</p> <p>10 Q. Do you believe this lawsuit</p> <p>11 pertains to whether or not the hotel is going</p> <p>12 to reopen?</p> <p>13 ATTORNEY BRUSTEIN: Objection.</p> <p>14 A. No. This lawsuit pertains to the</p> <p>15 fact that we were terminated without proper</p> <p>16 warning or any form of compensation.</p> <p>17 Q. As you sit here today, do you</p> <p>18 believe that all of the employees from the</p> <p>19 hotel believe that they have been terminated</p> <p>20 from their employment from the hotel?</p> <p>21 ATTORNEY BRUSTEIN: Objection.</p> <p>22 A. I don't know what they believe.</p> <p>23 Q. Do you believe that some of those</p> <p>24 employees expect to be recalled if the hotel</p> <p>25 reopens?</p>	<p>Page 95</p> <p>1 O. IVEY</p> <p>2 ATTORNEY BRUSTEIN: Objection.</p> <p>3 A. I don't know what they expect.</p> <p>4 Q. Would it surprise you to learn that</p> <p>5 Ms. Holmes would like to be recalled if the</p> <p>6 hotel reopened?</p> <p>7 ATTORNEY BRUSTEIN: Objection.</p> <p>8 A. Nothing surprises me.</p> <p>9 Q. Are you aware that employees from</p> <p>10 the hotel continue to work from that property</p> <p>11 at 57 East 57th Street to this day?</p> <p>12 ATTORNEY BRUSTEIN: Objection.</p> <p>13 A. I don't know what happens at that</p> <p>14 hotel. I have not been there in three years.</p> <p>15 So I don't know. I've been there once to see</p> <p>16 Ms. Ortiz to pick up my clothes, and, um, I am</p> <p>17 assuming yes, there was security there, that</p> <p>18 was the only person I saw, and Ms. Ortiz.</p> <p>19 Q. Thank you.</p> <p>20 (Defendants' Exhibit 27,</p> <p>21 Plaintiffs' Responses and Objections to</p> <p>22 Warner Defendants' First Set of</p> <p>23 Interrogatories was previously marked</p> <p>24 for identification.)</p> <p>25 Q. Ms. Ivey, I am showing you a</p>
<p>Page 96</p> <p>1 O. IVEY</p> <p>2 document marked exhibit 27. Have you seen</p> <p>3 this before?</p> <p>4 ATTORNEY BRUSTEIN: Objection.</p> <p>5 (The witness reviews document.)</p> <p>6 A. Yes, I think I've seen this before.</p> <p>7 Q. It's titled Plaintiffs' Responses</p> <p>8 and Objections to Warner Defendants' First Set</p> <p>9 of Interrogatories, is it not?</p> <p>10 A. That's what it says, yes.</p> <p>11 Q. If you could please --</p> <p>12 ATTORNEY LUNDY: We're going to</p> <p>13 have our first exhibit today. You can</p> <p>14 keep that to the side, if you don't</p> <p>15 mind.</p> <p>16 ATTORNEY BRUSTEIN: Off the record?</p> <p>17 (Discussion off the record.)</p> <p>18 (Defendants' Exhibit 59,</p> <p>19 verification was marked for</p> <p>20 identification).</p> <p>21 Q. Ms. Ivey, I am going to show you a</p> <p>22 document that's been marked exhibit 59.</p> <p>23 ATTORNEY BRUSTEIN: Just one page.</p> <p>24 ATTORNEY LUNDY: Yes, just one</p> <p>25 page.</p>	<p>Page 97</p> <p>1 O. IVEY</p> <p>2 Q. Please keep exhibit 27 still</p> <p>3 available.</p> <p>4 Ms. Ivey, looking at exhibit 59, is</p> <p>5 that your signature on the document?</p> <p>6 A. Yes, it is.</p> <p>7 Q. And it says: I am one of the</p> <p>8 plaintiffs in the within action. I have read</p> <p>9 the foregoing plaintiffs' responses and</p> <p>10 objections to Warner defendants' first set of</p> <p>11 interrogatories. I know the contents thereof,</p> <p>12 the contents are true to the best of my</p> <p>13 knowledge and information and belief.</p> <p>14 Is your verification in reference</p> <p>15 to exhibit 27?</p> <p>16 A. Yes.</p> <p>17 Q. And as you sit here today, is it</p> <p>18 your understanding that the responses are true</p> <p>19 and accurate to the best of your knowledge?</p> <p>20 A. Yes.</p> <p>21 (Defendants' Exhibit 60, documents</p> <p>22 was marked for identification).</p> <p>23 Q. Ms. Ivey, I have just handed you a</p> <p>24 document that has been marked as exhibit 60.</p> <p>25 If you would take a minute and review those</p>

Page 98

1 O. IVEY
2 documents, please.
3 ATTORNEY BRUSTEIN: I'm sorry. The
4 first two pages don't have any Bates
5 numbers?
6 ATTORNEY LUNDY: Unfortunately at
7 times when we print out the production
8 it doesn't always have your Bates
9 numbers on them.
10 ATTORNEY BRUSTEIN: Okay. So you
11 are representing that these were Bates
12 numbered documents?
13 ATTORNEY LUNDY: Correct.
14 ATTORNEY BRUSTEIN: Okay. I just
15 wanted to make sure that there wasn't --
16 ATTORNEY BOLAND: It's a pain in
17 the ass to print them for some reason.
18 I don't know why.
19 ATTORNEY BROMBERG: Just for the
20 record, what's the first Bates number on
21 this?
22 ATTORNEY LUNDY: 90.
23 ATTORNEY BROMBERG: And the last
24 number is? It's cut off.
25 ATTORNEY LUNDY: Let's just focus

Page 100

1 O. IVEY
2 to locate in connection with this lawsuit?
3 ATTORNEY BRUSTEIN: Objection.
4 A. Yes.
5 ATTORNEY BRUSTEIN: You're asking
6 about just that one page?
7 ATTORNEY LUNDY: I was talking
8 about the whole set, exhibit 60.
9 ATTORNEY BRUSTEIN: I'm just
10 confused by your question because you
11 said eleven pages you're directing her
12 attention and then the whole set? Are
13 you referring to the entire exhibit or
14 the eleven pages you asked her to look
15 at.
16 ATTORNEY LUNDY: Let me break it
17 down.
18 Q. Ms. Ivey, turning back to exhibit
19 60, from pages marked Staley v FSR 90 through
20 103 --
21 A. There's no -- okay. All right.
22 Q. Have you seen these documents
23 before?
24 A. Yes.
25 Q. And is it your understanding that

Page 99

1 O. IVEY
2 on documents that appear to be from
3 Staley v FSR 0090 through Staley v FSR
4 103.
5 Q. Have you reviewed those documents,
6 Ms. Ivey?
7 A. Yes.
8 Q. Okay. Have you seen these
9 documents before?
10 A. Yes. The ones that I am looking
11 at, yes.
12 Q. And on the first page it says OM
13 Rodriguez?
14 A. Mm-hmm.
15 Q. And it lists an address at 65 East
16 81st Street, Brooklyn, New York 11236. Is
17 that your address?
18 A. Yes.
19 Q. And is the reference to OM
20 Rodriguez, to the best of your knowledge,
21 referring to you?
22 A. It is, yes.
23 Q. As you sit here today, is it your
24 understanding that documents marked at exhibit
25 60 are the documents that you have been able

Page 101

1 O. IVEY
2 these are documents that you located for the
3 production in this lawsuit?
4 A. Yes.
5 Q. And for the remaining pages of
6 exhibit 60, have you seen those pages before?
7 ATTORNEY BRUSTEIN: I'm just going
8 to object because these clearly, some of
9 them are partial pages.
10 ATTORNEY LUNDY: That's how they
11 were produced to us. So I'm just trying
12 to --
13 ATTORNEY BRUSTEIN: Well, they were
14 produced in electronic form.
15 ATTORNEY LUNDY: Right, and when we
16 printed them out this is how they
17 appear. So I am just asking her if
18 she's seen these documents before as
19 they appear.
20 A. I'm not sure what these two are
21 (indicating).
22 Q. Okay. And the document beginning
23 at Staley v FSR 107, have you seen that
24 before?
25 A. Yes.

<p>Page 102</p> <p>1 O. IVEY</p> <p>2 Q. Thank you.</p> <p>3 ATTORNEY BRUSTEIN: Are you done</p> <p>4 with 60?</p> <p>5 ATTORNEY LUNDY: I am. Thank you.</p> <p>6 Q. Ms. Ivey, when did you first apply</p> <p>7 for a job at the hotel?</p> <p>8 ATTORNEY BRUSTEIN: Objection.</p> <p>9 A. That was a long time ago. That was</p> <p>10 in October of -- I don't remember. 90 ...</p> <p>11 this year will be 25 years. So it would be 25</p> <p>12 years ago. What is that, '97?</p> <p>13 Q. Approximately 1997?</p> <p>14 A. Yes.</p> <p>15 Q. And what position did you apply for</p> <p>16 back --</p> <p>17 A. Room attendant.</p> <p>18 Q. And were you hired as a room</p> <p>19 attendant at the hotel?</p> <p>20 A. Yes.</p> <p>21 Q. And was that in approximately 1997?</p> <p>22 A. Approximately, yes.</p> <p>23 Q. Did you hold other positions at the</p> <p>24 hotel?</p> <p>25 A. Yes.</p>	<p>Page 103</p> <p>1 O. IVEY</p> <p>2 Q. What other positions have you held?</p> <p>3 A. I was a telephone operator.</p> <p>4 Q. For how long were you a telephone</p> <p>5 operator?</p> <p>6 A. Over a year. I was reservations</p> <p>7 agent. I was a front office coordinator. I</p> <p>8 was a housekeeping floor supervisor. I was a</p> <p>9 housekeeping assistant manager. And I was a</p> <p>10 senior housekeeping manager.</p> <p>11 Q. When were you elevated to senior</p> <p>12 housekeeping manager?</p> <p>13 A. I don't remember. I don't remember</p> <p>14 dates. I know it was prior to -- it was</p> <p>15 probably in 2019. Approximately 2019.</p> <p>16 Q. We're going to refer back to</p> <p>17 exhibit 10.</p> <p>18 Ms. Ivey, we previously discussed</p> <p>19 exhibit 10 and specifically the EmPact</p> <p>20 agreement attached to it, is that right?</p> <p>21 A. Yes.</p> <p>22 Q. And you previously testified that</p> <p>23 this was -- strike that.</p> <p>24 You previously testified that you</p> <p>25 signed this EmPact agreement, is that right?</p>
<p>Page 104</p> <p>1 O. IVEY</p> <p>2 A. Yes.</p> <p>3 Q. Did you receive the EmPact</p> <p>4 agreement in the course of your employment</p> <p>5 with Hotel 57 Services, LLC?</p> <p>6 A. Yes.</p> <p>7 Q. And did you review the EmPact</p> <p>8 agreement at the time you signed it?</p> <p>9 A. Yes.</p> <p>10 Q. In January of 2020 you were a</p> <p>11 manager at the hotel, is that right?</p> <p>12 A. Yes.</p> <p>13 Q. You were the senior housekeeping</p> <p>14 manager?</p> <p>15 A. Yes.</p> <p>16 Q. And in that role what were your</p> <p>17 responsibilities?</p> <p>18 ATTORNEY BRUSTEIN: Objection.</p> <p>19 A. I was responsible for the daily</p> <p>20 operations of the housekeeping department,</p> <p>21 supervising supervisors, room attendants,</p> <p>22 housemen. Ensure to cleanliness of the hotel,</p> <p>23 basically.</p> <p>24 Q. What does it mean to supervise</p> <p>25 supervisors?</p>	<p>Page 105</p> <p>1 O. IVEY</p> <p>2 A. So I supervised a staff. There are</p> <p>3 the supervisors who supervise the staff but I</p> <p>4 also needed to oversee everything that was</p> <p>5 being done on my shift for the day.</p> <p>6 Q. Did you receive training for that</p> <p>7 role?</p> <p>8 A. Yes.</p> <p>9 Q. Did you have individuals that</p> <p>10 reported into you?</p> <p>11 ATTORNEY BRUSTEIN: Objection.</p> <p>12 A. Yes.</p> <p>13 Q. How many individuals reported into</p> <p>14 you?</p> <p>15 A. It differs on a daily basis.</p> <p>16 Q. Did you consider yourself to be a</p> <p>17 supervisor?</p> <p>18 A. I considered myself to be a</p> <p>19 manager.</p> <p>20 Q. And how many individuals did you</p> <p>21 manage on a day-to-day basis?</p> <p>22 A. It differs.</p> <p>23 Q. How much did it differ?</p> <p>24 ATTORNEY BRUSTEIN: Objection.</p> <p>25 A. It differs significantly based on</p>

<p>Page 106</p> <p>1 O. IVEY</p> <p>2 occupancy.</p> <p>3 Q. Can you give me a general range of</p> <p>4 how much it could differ?</p> <p>5 ATTORNEY BRUSTEIN: Objection.</p> <p>6 A. It just is really dependent on how</p> <p>7 much -- how many people are reporting to work</p> <p>8 that day. So on a slow day, holidays or</p> <p>9 during slow season it can be twenty people or</p> <p>10 thirty people. And on a day that we're</p> <p>11 running at high occupancy it can be 70 people,</p> <p>12 or even more. It really fluctuates based on</p> <p>13 occupancy.</p> <p>14 Q. In January 2020 did you have a</p> <p>15 supervisor?</p> <p>16 A. Yes.</p> <p>17 Q. Who was your supervisor?</p> <p>18 A. Well, I report to the director,</p> <p>19 assistant director of housekeeping. And also</p> <p>20 I report to the director of rooms.</p> <p>21 Q. Can you identify those people for</p> <p>22 me, please?</p> <p>23 ATTORNEY BRUSTEIN: Objection.</p> <p>24 A. The director of rooms is Sharon</p> <p>25 Brambrut. The director -- we did not have a</p>	<p>Page 107</p> <p>1 O. IVEY</p> <p>2 director of housekeeping -- well, a new hire</p> <p>3 came on. Was she director or assistant</p> <p>4 director? I don't remember if she was</p> <p>5 director or assistant director. But her name</p> <p>6 was Rasha.</p> <p>7 Q. Do you know how to spell that?</p> <p>8 A. R-a-s-h-a. I don't remember her</p> <p>9 last name. She came on very shortly after</p> <p>10 we -- she came on and she wasn't there for a</p> <p>11 long time.</p> <p>12 Q. Did she resign or something else?</p> <p>13 A. No, she came on and then we -- she</p> <p>14 was there for some months and then we were</p> <p>15 sent home.</p> <p>16 Q. Is Sharon Brambrut still employed</p> <p>17 by Hotel 57 Services LLC?</p> <p>18 ATTORNEY BRUSTEIN: Objection.</p> <p>19 A. I don't know.</p> <p>20 Q. When was the last time you spoke to</p> <p>21 Sharon Brambrut?</p> <p>22 A. When I went on task force.</p> <p>23 Q. When did you go on task force?</p> <p>24 ATTORNEY BRUSTEIN: Objection.</p> <p>25 A. I don't remember the date. I spoke</p>
<p>Page 108</p> <p>1 O. IVEY</p> <p>2 to her -- I know it was after I went to</p> <p>3 Philadelphia. I spoke to her when I was</p> <p>4 contacted to go downtown. Because I did a</p> <p>5 stint downtown, so I remember her saying she</p> <p>6 heard that I was going downtown.</p> <p>7 Q. When you say downtown, is that --</p> <p>8 A. Downtown Four Seasons. Downtown.</p> <p>9 Q. When you say a stint, what do you</p> <p>10 mean by that?</p> <p>11 A. Task force.</p> <p>12 Q. What's a task force?</p> <p>13 A. Where we -- if another Four Seasons</p> <p>14 needs help and employees from other Four</p> <p>15 Seasons are available they have the option of</p> <p>16 going there to work.</p> <p>17 Q. You previously testified that you</p> <p>18 also were on a task force in Philadelphia, is</p> <p>19 that right?</p> <p>20 A. Yes.</p> <p>21 Q. When were you on a task force at</p> <p>22 Four Seasons Philadelphia?</p> <p>23 A. I don't remember the dates.</p> <p>24 Q. Do you recall the year?</p> <p>25 A. It might have been in '21 or '22.</p>	<p>Page 109</p> <p>1 O. IVEY</p> <p>2 I think it was '21. It might have been '22.</p> <p>3 ATTORNEY BRUSTEIN: I apologize, I</p> <p>4 just want to interrupt. Because earlier</p> <p>5 in the deposition you had defined Four</p> <p>6 Seasons but now you're both using it to</p> <p>7 refer to other Four Seasons. So I just</p> <p>8 want to --</p> <p>9 ATTORNEY LUNDY: Sure. Fair</p> <p>10 enough. Thanks.</p> <p>11 ATTORNEY BRUSTEIN: Make sure</p> <p>12 that --</p> <p>13 ATTORNEY LUNDY: The record's</p> <p>14 clear. I appreciate that, thank you.</p> <p>15 Q. Ms. Ivey, is it your recollection</p> <p>16 that you were on task force at Four Seasons</p> <p>17 Philadelphia in or about 2021 or in a</p> <p>18 different year?</p> <p>19 A. It's -- it's -- I think it might</p> <p>20 have been 2021 or 2022. I think it's 2021,</p> <p>21 though.</p> <p>22 Q. Was the last time you spoke to</p> <p>23 Ms. Brambrut when you were being assigned to</p> <p>24 the task force for Four Seasons downtown?</p> <p>25 ATTORNEY BRUSTEIN: Objection.</p>

<p>Page 110</p> <p>1 O. IVEY</p> <p>2 A. Yes.</p> <p>3 Q. Prior to that assignment when was</p> <p>4 your last conversation with Ms. Brambrut?</p> <p>5 A. I don't remember.</p> <p>6 Q. As a manager at the hotel were you</p> <p>7 responsible for implementing any disciplinary</p> <p>8 action of any employees from the housekeeping</p> <p>9 staff in January of 2020?</p> <p>10 A. Yes, I was in charge of</p> <p>11 implementing disciplinary action.</p> <p>12 Q. And what could that entail?</p> <p>13 A. Any breach of conduct. Any</p> <p>14 noncompliance to the rules, the regulations,</p> <p>15 the standards.</p> <p>16 Q. Were you tasked with the</p> <p>17 responsibility to hire and fire individuals</p> <p>18 from the housekeeping staff?</p> <p>19 A. No.</p> <p>20 Q. But you were responsible for</p> <p>21 disciplining members of the housekeeping</p> <p>22 staff, right?</p> <p>23 ATTORNEY BRUSTEIN: Objection.</p> <p>24 A. Yes.</p> <p>25 Q. In January of 2020 were you</p>	<p>Page 111</p> <p>1 O. IVEY</p> <p>2 responsible for recommending compensation</p> <p>3 increases for housekeeping staff?</p> <p>4 ATTORNEY BRUSTEIN: Objection.</p> <p>5 A. No.</p> <p>6 Q. In March of 2020 who was the</p> <p>7 general manager of the hotel?</p> <p>8 A. Rudy Tauscher.</p> <p>9 Q. During your employment with Hotel</p> <p>10 57 Services, LLC have you ever spoken with H.</p> <p>11 Ty Warner?</p> <p>12 A. No.</p> <p>13 Q. Have you ever had any interactions</p> <p>14 with H. Ty Warner during your employment at</p> <p>15 the hotel?</p> <p>16 ATTORNEY BRUSTEIN: Objection.</p> <p>17 A. I have gone to his room.</p> <p>18 Q. Have you ever --</p> <p>19 A. To do inspections. But personal</p> <p>20 interaction, no.</p> <p>21 (Defendants' Exhibit 61, EmPact</p> <p>22 documents was marked for</p> <p>23 identification).</p> <p>24 Q. Ms. Ivey, I am showing you a</p> <p>25 document that has been marked exhibit 61.</p>
<p>Page 112</p> <p>1 O. IVEY</p> <p>2 There's three pages -- I'm sorry. Four pages.</p> <p>3 At the top of the first page in the second</p> <p>4 paragraph it says "I, Olive Ivey-Williams."</p> <p>5 Is that you?</p> <p>6 A. Yes.</p> <p>7 Q. And at the bottom of the page</p> <p>8 there's a signature. Is that your signature?</p> <p>9 A. Yes.</p> <p>10 Q. And turning to the next page it's</p> <p>11 titled EmPact Summary and Understanding. At</p> <p>12 the bottom of the page it says "I, Olive</p> <p>13 Ivey-Williams." Is that your name?</p> <p>14 A. Yes.</p> <p>15 Q. And is that your signature at the</p> <p>16 bottom of the page?</p> <p>17 A. Yes.</p> <p>18 Q. And turning to the next page, it's</p> <p>19 titled EmPact Revisions Acknowledgment Form.</p> <p>20 At the bottom is WARNERDEF_000100.</p> <p>21 A. Mm-hmm.</p> <p>22 Q. It says "Print Name," Olive</p> <p>23 Rodriguez, is that you?</p> <p>24 A. It is me.</p> <p>25 Q. And is that your signature on the</p>	<p>Page 113</p> <p>1 O. IVEY</p> <p>2 page?</p> <p>3 A. It is.</p> <p>4 Q. And it's dated April 18, 2018, is</p> <p>5 that right?</p> <p>6 A. Yes.</p> <p>7 Q. And the next page, Bates-numbered</p> <p>8 WARNERDEF_000101, also titled EmPact Revisions</p> <p>9 Acknowledgment Form.</p> <p>10 It appears to be an identical</p> <p>11 document as the prior page, is that right?</p> <p>12 ATTORNEY BRUSTEIN: Objection.</p> <p>13 Outside of the Bates number?</p> <p>14 ATTORNEY LUNDY: WARNERDEF_000100</p> <p>15 and WARNERDEF_000101.</p> <p>16 A. Yes.</p> <p>17 Q. Is your signature on both of those</p> <p>18 pages?</p> <p>19 A. Yes.</p> <p>20 Q. And they appear to be duplicates,</p> <p>21 is that right?</p> <p>22 A. It does.</p> <p>23 Q. Okay. Thank you.</p> <p>24 ATTORNEY BRUSTEIN: Are you done</p> <p>25 with that one?</p>

<p>Page 114</p> <p>1 O. IVEY</p> <p>2 ATTORNEY LUNDY: Yes. Thank you.</p> <p>3 I just have another line of questions</p> <p>4 and maybe that would be a good great, at</p> <p>5 that point?</p> <p>6 ATTORNEY BRUSTEIN: Meaning after</p> <p>7 or before?</p> <p>8 ATTORNEY LUNDY: Before.</p> <p>9 ATTORNEY BRUSTEIN: So now?</p> <p>10 ATTORNEY LUNDY: Why don't we break</p> <p>11 after the next set, does that work?</p> <p>12 ATTORNEY BRUSTEIN: Yes. That's</p> <p>13 why I said before or after, so I</p> <p>14 understood what you meant.</p> <p>15 ATTORNEY LUNDY: Yes.</p> <p>16 (Defendants' Exhibit 62, 2019 Form</p> <p>17 W-2 was marked for identification).</p> <p>18 Q. Ms. Ivey, I am showing you a</p> <p>19 document that has been marked exhibit 62.</p> <p>20 Have you seen this document before?</p> <p>21 A. Yes.</p> <p>22 Q. Can you identify it for me, please?</p> <p>23 A. It's my pay stub.</p> <p>24 Q. And when you say pay stub it's</p> <p>25 referred to as a 2019 W-2 --</p>	<p>Page 115</p> <p>1 O. IVEY</p> <p>2 A. W-2.</p> <p>3 Q. -- and earnings summary, is that</p> <p>4 right?</p> <p>5 A. Yes.</p> <p>6 Q. And if you look at the top of the</p> <p>7 page it says employer's name, address and ZIP</p> <p>8 code, do you see that?</p> <p>9 A. Yes.</p> <p>10 Q. And it lists Hotel 57 Services,</p> <p>11 LLC. Do you see that?</p> <p>12 A. Yes.</p> <p>13 Q. And is it your understanding that</p> <p>14 Hotel 57 Services, LLC issued your</p> <p>15 compensation while working at the hotel?</p> <p>16 ATTORNEY BRUSTEIN: Objection.</p> <p>17 A. Yes.</p> <p>18 (Defendants' Exhibit 63, 2020 Form</p> <p>19 W-2 was marked for identification).</p> <p>20 Q. Ms. Ivey, I am showing you a</p> <p>21 document that has been marked exhibit 63.</p> <p>22 Have you seen this before, please?</p> <p>23 A. Yes.</p> <p>24 Q. Can you identify it for me, please?</p> <p>25 A. It's my W-2.</p>
<p>Page 116</p> <p>1 O. IVEY</p> <p>2 Q. From what year?</p> <p>3 A. 2020.</p> <p>4 Q. And at the top of the page it</p> <p>5 states employer's name address and ZIP code,</p> <p>6 do you see that?</p> <p>7 A. Yes.</p> <p>8 Q. And it identifies your employer as</p> <p>9 Hotel 57 Services, LLC, is that right?</p> <p>10 A. Yes.</p> <p>11 Q. Is that your understanding?</p> <p>12 A. Yes.</p> <p>13 Q. Thank you.</p> <p>14 (Defendants' Exhibit 64, 2021 Form</p> <p>15 W-2 was marked for identification).</p> <p>16 Q. Ms. Ivey, I am showing you a</p> <p>17 document that has been marked exhibit 64.</p> <p>18 Have you seen this document before?</p> <p>19 A. Yes.</p> <p>20 Q. Can you identify it for me, please?</p> <p>21 A. W-2, 2021.</p> <p>22 Q. And under Employer's it lists Hotel</p> <p>23 57 Services, LLC, is that right?</p> <p>24 A. Yes.</p> <p>25 Q. And is it your understanding that</p>	<p>Page 117</p> <p>1 O. IVEY</p> <p>2 in 2021 your employer was Hotel 57 Services,</p> <p>3 LLC?</p> <p>4 ATTORNEY BRUSTEIN: Objection.</p> <p>5 A. Yes.</p> <p>6 Q. A little bit further down it</p> <p>7 provides wages, do you see that?</p> <p>8 A. I can't -- okay. I cannot see it</p> <p>9 on this paper.</p> <p>10 Q. If you look to the right of the</p> <p>11 document there's another column, it says</p> <p>12 wages, tips and other compensation. Do you</p> <p>13 see that?</p> <p>14 A. Yes.</p> <p>15 Q. Okay. And do you see that there's</p> <p>16 funds -- strike that.</p> <p>17 And below that wages, tips and</p> <p>18 other compensation it lists an amount of</p> <p>19 money, does it not?</p> <p>20 ATTORNEY BRUSTEIN: Objection.</p> <p>21 A. Yes, it lists -- there are some</p> <p>22 figures there.</p> <p>23 Q. And in 2021 did Hotel 57 Services,</p> <p>24 LLC pay you any wages?</p> <p>25 ATTORNEY BRUSTEIN: Objection.</p>

<p>Page 118</p> <p>1 O. IVEY</p> <p>2 A. In what year?</p> <p>3 Q. 2021?</p> <p>4 A. Yes, according to this.</p> <p>5 Q. Do you recall what hours you worked</p> <p>6 in 2021 at Hotel 57 Services, LLC?</p> <p>7 ATTORNEY BRUSTEIN: Objection.</p> <p>8 A. My hours varied. I could work from</p> <p>9 6:30 a.m. until 11 p.m. It could be from 6:30</p> <p>10 a.m. until 10 p.m. 6:30 to 6. My day varies</p> <p>11 based on workload.</p> <p>12 ATTORNEY BRUSTEIN: Can I just have</p> <p>13 the last question read back?</p> <p>14 Q. Were you done with your answer?</p> <p>15 A. No.</p> <p>16 Q. Okay. Why don't you finish</p> <p>17 answering the question.</p> <p>18 A. So my work varied based on my</p> <p>19 workload, and what it is that I needed to</p> <p>20 complete on a daily basis. My schedule time</p> <p>21 would have been 6:30 a.m. to 5 p.m. However,</p> <p>22 it is not typical to leave in ten hours. We</p> <p>23 have ten hour days, but we are never able to</p> <p>24 leave in ten hours. So it varies.</p> <p>25 Q. And the schedule you were</p>	<p>Page 119</p> <p>1 O. IVEY</p> <p>2 describing, what year were you working those</p> <p>3 hours?</p> <p>4 A. 2018, '19. Every manager worked</p> <p>5 those managers. Well, most managers worked</p> <p>6 ten hours -- all managers worked ten hours per</p> <p>7 day. In my capacity, in housekeeping, I am</p> <p>8 required to work ten hours per day, but there</p> <p>9 are longer days based on my workload.</p> <p>10 Q. Did you work --</p> <p>11 ATTORNEY BRUSTEIN: Can we take</p> <p>12 a -- I don't know if you have a lot more</p> <p>13 questions?</p> <p>14 ATTORNEY LUNDY: I have --</p> <p>15 ATTORNEY BRUSTEIN: I just know</p> <p>16 we've been going for over an however,</p> <p>17 so ...</p> <p>18 ATTORNEY LUNDY: I would like to</p> <p>19 finish these line of questions. It</p> <p>20 won't take too long.</p> <p>21 Q. Ms. Ivey --</p> <p>22 ATTORNEY BRUSTEIN: One second.</p> <p>23 Just listen to exactly what she's</p> <p>24 asking.</p> <p>25 THE WITNESS: Okay.</p>
<p>Page 120</p> <p>1 O. IVEY</p> <p>2 Q. Ms. Ivey, do you recall the hours</p> <p>3 that you worked in 2020 at the hotel?</p> <p>4 ATTORNEY BRUSTEIN: Objection.</p> <p>5 A. My hours varied. I can tell you</p> <p>6 that every day I started 6 -- most days I</p> <p>7 start at 6:30 a.m. But as far as what time I</p> <p>8 leave, it varied.</p> <p>9 Q. Were you paid on a salary or hourly</p> <p>10 basis?</p> <p>11 A. Salary.</p> <p>12 Q. And the individuals that reported</p> <p>13 into you, that you managed, were they paid on</p> <p>14 a salary or hourly basis?</p> <p>15 ATTORNEY BRUSTEIN: Objection.</p> <p>16 A. Hourly.</p> <p>17 Q. Do you recall the hours of work for</p> <p>18 the individuals that reported into you in</p> <p>19 2020?</p> <p>20 ATTORNEY BRUSTEIN: Objection.</p> <p>21 A. I recall their scheduled hours.</p> <p>22 Q. And what were those?</p> <p>23 A. It varies.</p> <p>24 Q. And what about in 2021, do you</p> <p>25 recall the scheduled hours of work for the</p>	<p>Page 121</p> <p>1 O. IVEY</p> <p>2 individuals that reported into you?</p> <p>3 ATTORNEY BRUSTEIN: Objection.</p> <p>4 A. I recall the scheduled hours for</p> <p>5 whatever category of workers there were. They</p> <p>6 were --</p> <p>7 ATTORNEY BRUSTEIN: I would like to</p> <p>8 take a two-minute break.</p> <p>9 ATTORNEY LUNDY: I mean I would</p> <p>10 like to finish --</p> <p>11 ATTORNEY BRUSTEIN: I know but</p> <p>12 you're asking questions where it's clear</p> <p>13 that we've been going for more than an</p> <p>14 hour. I'm just asking for a two-minute</p> <p>15 break.</p> <p>16 ATTORNEY LUNDY: Okay. Take your</p> <p>17 witness out. That's fine.</p> <p>18 ATTORNEY BRUSTEIN: Thanks.</p> <p>19 --</p> <p>20 (Recess from 12:29 to 12:36.)</p> <p>21 --</p> <p>22 Q. Ms. Ivey, do you know what other</p> <p>23 employees of the hotel were paid in 2021?</p> <p>24 A. Paid what?</p> <p>25 Q. With respect to your team, the</p>

<p>Page 122</p> <p>1 O. IVEY</p> <p>2 housekeeping staff, do you know what members</p> <p>3 of your housekeeping staff were paid in 2021?</p> <p>4 ATTORNEY BRUSTEIN: Objection.</p> <p>5 A. You're talking about wages?</p> <p>6 Q. Compensation?</p> <p>7 ATTORNEY BRUSTEIN: Objection.</p> <p>8 A. Well, there were no wages in 2021,</p> <p>9 because we were on a pandemic, right? So I</p> <p>10 don't know of anyone getting -- what they got,</p> <p>11 if anyone got any money, or paid to do</p> <p>12 whatever.</p> <p>13 Q. Are you aware that employees of the</p> <p>14 hotel continued to work in 2021?</p> <p>15 ATTORNEY BRUSTEIN: Objection.</p> <p>16 A. (No response.)</p> <p>17 ATTORNEY LUNDY: Withdrawn.</p> <p>18 Q. Ms. Ivey, are you aware that in</p> <p>19 2021 hotel employees continued to receive</p> <p>20 wages from the hotel?</p> <p>21 ATTORNEY BRUSTEIN: Objection.</p> <p>22 A. I heard that they were getting some</p> <p>23 form of payment.</p> <p>24 Q. Do you know who were?</p> <p>25 A. No.</p>	<p>Page 123</p> <p>1 O. IVEY</p> <p>2 Q. Are you aware that individuals were</p> <p>3 working and receiving wages from the hotel in</p> <p>4 2021?</p> <p>5 ATTORNEY BRUSTEIN: Objection.</p> <p>6 A. I heard that security was there, so</p> <p>7 I'm assuming if there's security there, he</p> <p>8 would be paid.</p> <p>9 Q. Are you aware of anyone else?</p> <p>10 A. We were told in the meeting that</p> <p>11 engineering would stay there. There would be</p> <p>12 an engineer there, and security. And</p> <p>13 Ms. Ortiz.</p> <p>14 Q. So individuals employed by the</p> <p>15 hotel continued to receive wages in 2021,</p> <p>16 right?</p> <p>17 ATTORNEY BRUSTEIN: Objection.</p> <p>18 A. I don't know.</p> <p>19 Q. You just testified that</p> <p>20 individuals, security and Ms. Ortiz, continued</p> <p>21 to be at the hotel in 2021, right?</p> <p>22 ATTORNEY BRUSTEIN: Objection.</p> <p>23 A. That's what we were told.</p> <p>24 Q. Right. So do you understand that</p> <p>25 security and Ms. Ortiz continued to receive</p>
<p>Page 124</p> <p>1 O. IVEY</p> <p>2 wages in 2021 working at the hotel?</p> <p>3 ATTORNEY BRUSTEIN: Objection.</p> <p>4 A. I'm assuming if they're working</p> <p>5 they get wages.</p> <p>6 Q. And in 2021, we've already reviewed</p> <p>7 exhibit 64, identifying the compensation that</p> <p>8 you received from Hotel 57 Services, LLC, did</p> <p>9 we not?</p> <p>10 ATTORNEY BRUSTEIN: Objection.</p> <p>11 A. Yes.</p> <p>12 (Defendants' Exhibit 65, earnings</p> <p>13 statement was marked for</p> <p>14 identification).</p> <p>15 Q. Ms. Ivey, have you seen this</p> <p>16 document before?</p> <p>17 A. Yes.</p> <p>18 Q. Can you identify it for me, please?</p> <p>19 A. This is payment for my vacation</p> <p>20 hours that was owed.</p> <p>21 Q. This is an earnings statement, is</p> <p>22 that what the document is labeled as?</p> <p>23 A. Yes.</p> <p>24 Q. And below it, it lists Hotel 57</p> <p>25 Services, LLC, do you see that?</p>	<p>Page 125</p> <p>1 O. IVEY</p> <p>2 A. Yes.</p> <p>3 Q. And it's your understanding that</p> <p>4 Hotel 57 Services, LLC was your employer, is</p> <p>5 that right?</p> <p>6 ATTORNEY BRUSTEIN: Objection.</p> <p>7 ATTORNEY LUNDY: Strike that</p> <p>8 question, please.</p> <p>9 Q. It's your understanding that Hotel</p> <p>10 57 Services, LLC issued this earnings</p> <p>11 statement?</p> <p>12 ATTORNEY BRUSTEIN: Objection.</p> <p>13 A. Yes.</p> <p>14 Q. And it's your understanding that</p> <p>15 Hotel 57 Services, LLC paid the sum listed in</p> <p>16 this earnings statement?</p> <p>17 ATTORNEY BRUSTEIN: Objection.</p> <p>18 A. Yes.</p> <p>19 Q. Under Earnings, if you see it says</p> <p>20 vacation pay. Is that right?</p> <p>21 A. Yes.</p> <p>22 Q. And it lists 24 hours, this period</p> <p>23 913.38. Do you know what that's referencing?</p> <p>24 A. It's vacation pay.</p> <p>25 Q. And at the top of the document it</p>

<p>Page 126</p> <p>1 O. IVEY</p> <p>2 says period beginning: July 16, 2022. Period</p> <p>3 ending: July 22, 2022.</p> <p>4 Do you see that?</p> <p>5 A. I see that.</p> <p>6 Q. So in July of 2022 you received a</p> <p>7 payout of vacation in the amount of \$913.38</p> <p>8 from Hotel 57 Services, LLC, is that right?</p> <p>9 ATTORNEY BRUSTEIN: Objection.</p> <p>10 A. That is correct.</p> <p>11 Q. You previously testified today that</p> <p>12 you believe that your employment was</p> <p>13 terminated in 2021?</p> <p>14 A. Yes.</p> <p>15 Q. Why would you be paid out vacation</p> <p>16 in July of 2022 if you were terminated from</p> <p>17 your employment from Hotel 57 Services, LLC?</p> <p>18 ATTORNEY BRUSTEIN: Objection.</p> <p>19 A. This is vacation that was earned</p> <p>20 prior to us going home from the pandemic, and</p> <p>21 so this is vacation that was not being accrued</p> <p>22 after COVID. It was just there. After being</p> <p>23 home for so long, I needed to be paid out, we</p> <p>24 were told that we had the option of cashing</p> <p>25 out the vacation. And then after realizing</p>	<p>Page 127</p> <p>1 O. IVEY</p> <p>2 that we weren't going back to work and me</p> <p>3 thinking that okay, I think I'm now</p> <p>4 terminated, I opted to be paid out.</p> <p>5 Q. You believed, according to your</p> <p>6 testimony earlier today, that you were</p> <p>7 terminated from your employment in 2021,</p> <p>8 right?</p> <p>9 A. Mm-hmm.</p> <p>10 Q. And as you sit here today your</p> <p>11 testimony is that Hotel 57 Services paid you</p> <p>12 out more than a year later your vacation pay</p> <p>13 as a terminated employee?</p> <p>14 ATTORNEY BRUSTEIN: Objection.</p> <p>15 A. I don't know why.</p> <p>16 Q. If you look under Information, it</p> <p>17 says 401(k) eligible. Do you see that?</p> <p>18 A. Yes.</p> <p>19 Q. What do you understand that to</p> <p>20 mean?</p> <p>21 ATTORNEY BRUSTEIN: Objection.</p> <p>22 A. I understand it to mean that it is</p> <p>23 eligible for 401(k) money to be taken from it.</p> <p>24 However, if you notice that none was taken.</p> <p>25 Q. Would an individual who is no</p>
<p>Page 128</p> <p>1 O. IVEY</p> <p>2 longer employed with Hotel 57 Services still</p> <p>3 be eligible for a 401(k)?</p> <p>4 ATTORNEY BRUSTEIN: Objection.</p> <p>5 A. They would not be eligible.</p> <p>6 However, if I was employed by Hotel 57, or by</p> <p>7 the Four Seasons midtown and I have earnings</p> <p>8 that my 401(k) contribution, which was</p> <p>9 standing, would have been deducted. It</p> <p>10 wasn't.</p> <p>11 Q. Your earnings statement identifies</p> <p>12 that you were eligible for 401(k) in July of</p> <p>13 2022, is that what this document says?</p> <p>14 ATTORNEY BRUSTEIN: Objection.</p> <p>15 A. It does say that. But if you</p> <p>16 notice that the \$913, no contribution to my</p> <p>17 401(k) was taken from it.</p> <p>18 Q. Do you know whether or not any</p> <p>19 other employees of Hotel 57 Services also</p> <p>20 received compensation in July of 2022?</p> <p>21 ATTORNEY BRUSTEIN: Objection.</p> <p>22 A. I don't know.</p> <p>23 Q. In July of 2022 were you accruing</p> <p>24 seniority at the hotel?</p> <p>25 ATTORNEY BRUSTEIN: Objection.</p>	<p>Page 129</p> <p>1 O. IVEY</p> <p>2 A. I couldn't have been accruing</p> <p>3 seniority when I was terminated.</p> <p>4 Q. And when do you believe you were</p> <p>5 terminated?</p> <p>6 ATTORNEY BRUSTEIN: Objection.</p> <p>7 A. I think I was terminated, I don't</p> <p>8 remember what date, but according to the</p> <p>9 information I received from Principal, it</p> <p>10 would appear that I was terminated in 2021.</p> <p>11 Q. Who is Principal?</p> <p>12 A. Principal is the company that</p> <p>13 manages the 401(k) plan for the Four Seasons</p> <p>14 Hotels and Resorts. I received a call from</p> <p>15 them asking me what choices I would like to</p> <p>16 make as far as my 401(k) monies, if I wanted</p> <p>17 to cash it out with penalty or I had the</p> <p>18 option of removing it and rolling it over into</p> <p>19 another employer's plan, because I was no</p> <p>20 longer employed by the Four Seasons. I asked</p> <p>21 them how -- where did they get that</p> <p>22 information from. And they said they were</p> <p>23 informed by Four Seasons that I'm no longer an</p> <p>24 employee there and therefore I would have the</p> <p>25 option of moving my plan.</p>

<p>Page 130</p> <p>1 O. IVEY</p> <p>2 Q. Is Principal your employer?</p> <p>3 ATTORNEY BRUSTEIN: Objection.</p> <p>4 A. No.</p> <p>5 Q. Was Principal ever your employer?</p> <p>6 A. No. However, upon getting that</p> <p>7 information from Principal, I did reach out to</p> <p>8 Elizabeth Ortiz to advise her of what</p> <p>9 transpired, the conversation I had with</p> <p>10 Principal. And her response to me was that</p> <p>11 they should not have told me that. And she</p> <p>12 would take care of it.</p> <p>13 I, um --</p> <p>14 Q. Do you know who employs --</p> <p>15 ATTORNEY BRUSTEIN: Wait. I'm</p> <p>16 sorry. She was still in the middle of</p> <p>17 speaking. I just ask that she be able</p> <p>18 to complete the answer.</p> <p>19 Q. I didn't mean to interrupt.</p> <p>20 A. She said she would take care of it.</p> <p>21 And so I gave her some time. I told her --</p> <p>22 she never got back to me. And I called. I</p> <p>23 didn't get her on the phone. I never heard</p> <p>24 anything from her after that.</p> <p>25 Q. Hotel 57 Services, LLC issued the</p>	<p>Page 131</p> <p>1 O. IVEY</p> <p>2 earnings statement in July of 2022, is that</p> <p>3 right?</p> <p>4 ATTORNEY BRUSTEIN: Objection.</p> <p>5 A. Mm-hmm.</p> <p>6 Q. And for the W-2 forms that we've</p> <p>7 reviewed from 2021 and 2020, it also lists</p> <p>8 Hotel 57 Services, LLC as your employer, is</p> <p>9 that right?</p> <p>10 ATTORNEY BRUSTEIN: Objection.</p> <p>11 A. That's correct.</p> <p>12 Q. Okay. Ms. Ivey, what happened to</p> <p>13 your 401(k)?</p> <p>14 A. Well, it's still in the Four</p> <p>15 Seasons management plan, because I have that</p> <p>16 option and I did not know -- well, I didn't --</p> <p>17 I'm looking for -- I'll leave it there until I</p> <p>18 have employment where I can roll it over. I</p> <p>19 think that would be the best, most financially</p> <p>20 sound decision to make.</p> <p>21 Q. So it still remains in the same</p> <p>22 location as it did --</p> <p>23 A. Yes.</p> <p>24 Q. -- back in 2021 when you were</p> <p>25 corresponding with Principal, right?</p>
<p>Page 132</p> <p>1 O. IVEY</p> <p>2 A. Yes. I have the option of it</p> <p>3 remaining there. However, I cannot contribute</p> <p>4 to it.</p> <p>5 (Defendants' Exhibit 66,</p> <p>6 WARNERDEF_00651 through WARNERDEF_00653</p> <p>7 was marked for identification).</p> <p>8 Q. Ms. Ivey, I have shown you a</p> <p>9 document that has been marked exhibit 66. At</p> <p>10 the top it says Olive Rodriguez. And if you</p> <p>11 turn the page, it appears to be three separate</p> <p>12 pages, Bates-numbered WARNERDEF_00651. The</p> <p>13 second page is WARNERDEF_00652. And</p> <p>14 WARNERDEF_00653.</p> <p>15 Do you recognize this document?</p> <p>16 A. Yes.</p> <p>17 Q. Can you identify it for me, please?</p> <p>18 A. This is a message to Elizabeth</p> <p>19 Ortiz about the communication that I received</p> <p>20 from Principal, and what they told me.</p> <p>21 Q. Let's look at that. The first</p> <p>22 page, it says from Olive Rodriguez.</p> <p>23 A. Mm-hmm.</p> <p>24 Q. Hi Liz. I was informed by</p> <p>25 Principal that my status with the Four Seasons</p>	<p>Page 133</p> <p>1 O. IVEY</p> <p>2 has changed and I no am no longer with the</p> <p>3 company since March 23. Can you all shed some</p> <p>4 light on this.</p> <p>5 And there's a response: Hi. Who</p> <p>6 is this? Olive Rodriguez. This is Olive.</p> <p>7 And then the response is: Oh,</p> <p>8 sorry. Hi Olive. Your 401(k)? There is no</p> <p>9 status change. Did you get a communication or</p> <p>10 something?</p> <p>11 Do you remember receiving that?</p> <p>12 A. Yes.</p> <p>13 Q. Do you recall when this text</p> <p>14 message was sent? What year?</p> <p>15 A. I don't remember, no.</p> <p>16 Q. It says Tuesday, May 17 at 3:02</p> <p>17 p.m. Do you see that?</p> <p>18 A. Yes.</p> <p>19 Q. All right. And you previously</p> <p>20 testified that you corresponded with Principal</p> <p>21 in 2022, right?</p> <p>22 A. I don't remember what year I -- I</p> <p>23 corresponded with them. I've been getting</p> <p>24 calls from them, multiple calls, actually, I</p> <p>25 got from them. But I do know that I spoke</p>

<p>Page 134</p> <p>1 O. IVEY</p> <p>2 with them in 2022.</p> <p>3 As far as when, dates, I don't</p> <p>4 remember.</p> <p>5 Q. You previously testified today that</p> <p>6 you came to the conclusion that your</p> <p>7 employment was terminated from the hotel</p> <p>8 because of your correspondence with Principal,</p> <p>9 right?</p> <p>10 A. It wasn't just because of my</p> <p>11 correspondence with Principal. When we had</p> <p>12 the meeting, the last meeting on the Zoom with</p> <p>13 representatives from the Four Seasons, I left</p> <p>14 that meeting thinking that I wasn't going back</p> <p>15 to work.</p> <p>16 Q. When you say meeting with</p> <p>17 representatives, are you referring to the town</p> <p>18 hall meeting on --</p> <p>19 A. Yes.</p> <p>20 Q. -- June 25, 2021?</p> <p>21 A. Yes.</p> <p>22 ATTORNEY BRUSTEIN: Just wait for</p> <p>23 her to finish the question.</p> <p>24 THE WITNESS: Thank you.</p> <p>25 Q. We've just reviewed documents</p>	<p>Page 135</p> <p>1 O. IVEY</p> <p>2 marked exhibit 65 from July of 2022</p> <p>3 identifying the payout of vacation pay to you</p> <p>4 from Hotel 57 Services, LLC, did we not?</p> <p>5 A. Yes.</p> <p>6 Q. All right. And we're reviewing</p> <p>7 exhibit 66, concerning your correspondence</p> <p>8 with Ms. Ortiz regarding your 401(k), is that</p> <p>9 right?</p> <p>10 ATTORNEY BRUSTEIN: Objection.</p> <p>11 A. Yes.</p> <p>12 Q. And is it your testimony that you</p> <p>13 don't recall what year this text exchange</p> <p>14 occurred?</p> <p>15 A. I don't remember what year, no.</p> <p>16 Q. Ms. Ivey, looking at our calendar,</p> <p>17 it appears that May 17, 2022 was a Tuesday.</p> <p>18 Does that refresh your recollection of whether</p> <p>19 or not this text message was sent in 2022?</p> <p>20 ATTORNEY BRUSTEIN: Objection. I</p> <p>21 just want to correct the record. We're</p> <p>22 not looking at a calendar.</p> <p>23 ATTORNEY BOLAND: We are.</p> <p>24 ATTORNEY BRUSTEIN: Well, thank</p> <p>25 you. Ms. Lundy -- now that you're on</p>
<p>Page 136</p> <p>1 O. IVEY</p> <p>2 the record, that's helpful. But</p> <p>3 Ms. Lundy, if you would like to share a</p> <p>4 calendar, that's fine. Otherwise you're</p> <p>5 just looking at a calendar by yourself.</p> <p>6 Q. Ms. Ivey, does Tuesday --</p> <p>7 withdrawn.</p> <p>8 Ms. Ivey, does it refresh your</p> <p>9 recollection that on May 17 in 2022 it was a</p> <p>10 Tuesday?</p> <p>11 ATTORNEY BRUSTEIN: Objection.</p> <p>12 A. No.</p> <p>13 Q. All right. Let's move on. Let's</p> <p>14 just continue the full conversation between</p> <p>15 you and Ms. Ortiz. It says: Did you get a</p> <p>16 communication or something? And on the next</p> <p>17 page, Olive Rodriguez -- which is you, right?</p> <p>18 A. Mm-hmm.</p> <p>19 Q. You respond, I was called to make a</p> <p>20 decision on my 401(k). And the response is</p> <p>21 "That's odd. What decision?"</p> <p>22 And Olive Rodriguez, which is you,</p> <p>23 right?</p> <p>24 ATTORNEY BRUSTEIN: Objection.</p> <p>25 Q. Is that you?</p>	<p>Page 137</p> <p>1 O. IVEY</p> <p>2 A. Yes.</p> <p>3 Q. You respond, they said my status</p> <p>4 with the company has changed, so I have</p> <p>5 options with my 401(k). I now have the option</p> <p>6 to roll over to a new company, cash out or</p> <p>7 place it in a Roth IRA account.</p> <p>8 And the response was "Very odd.</p> <p>9 I'll reach out to them. Nothing has changed."</p> <p>10 Do you see that?</p> <p>11 A. Yes, I see that.</p> <p>12 Q. And you previously testified that</p> <p>13 your 401(k) continues to remain with Four</p> <p>14 Seasons, right?</p> <p>15 A. It does.</p> <p>16 Q. Okay. Let's turn to the last page.</p> <p>17 In the middle of the page you said: "They</p> <p>18 said they also sent me a letter in writing and</p> <p>19 the response was OK, I'll look into it. There</p> <p>20 has been no change to your status."</p> <p>21 Do you see that?</p> <p>22 ATTORNEY BRUSTEIN: Objection. I</p> <p>23 just want to be clear for the record.</p> <p>24 You said you were going to read the</p> <p>25 entire thing, so that there was a</p>

<p>Page 138</p> <p>1 O. IVEY</p> <p>2 complete record?</p> <p>3 ATTORNEY LUNDY: Sure. I was just</p> <p>4 trying to be thoughtful of the time. I</p> <p>5 can read the whole exchange. Let's go</p> <p>6 back.</p> <p>7 Q. So on the second page Olive</p> <p>8 Rodriguez, which is you, right?</p> <p>9 A. Yes.</p> <p>10 Q. You say: They said my status with</p> <p>11 the company has changed so I have options with</p> <p>12 my 401(k). I now have the option to roll over</p> <p>13 to a new company, cash out or place it in a</p> <p>14 Roth IRA.</p> <p>15 The response is "Very odd. I'll</p> <p>16 reach out to them. Nothing has changed."</p> <p>17 Let's turn to the third page to get</p> <p>18 the full text.</p> <p>19 A. Mm-hmm.</p> <p>20 Q. Anyway you can leave money with the</p> <p>21 provider indefinitely. Did you get something</p> <p>22 in the mail? I don't think they would have</p> <p>23 called to tell you that. Olive Rodriguez</p> <p>24 responds -- which is you, right?</p> <p>25 A. Yes.</p>	<p>Page 139</p> <p>1 O. IVEY</p> <p>2 Q. -- they said they also sent me a</p> <p>3 letter in writing. And the response was OK.</p> <p>4 I'll look into it. There has been no change</p> <p>5 to your status."</p> <p>6 Is that what it says?</p> <p>7 A. Yes.</p> <p>8 Q. And you've testified that your</p> <p>9 401(k) remains with Four Seasons, is that</p> <p>10 right?</p> <p>11 ATTORNEY BRUSTEIN: Objection.</p> <p>12 A. My 401(k) remains with Four</p> <p>13 Seasons. However, I still have the option to</p> <p>14 remove it if I want to. And I also have the</p> <p>15 option of letting it remain. However, I</p> <p>16 cannot make any contributions to it.</p> <p>17 Q. You made the election, as you sit</p> <p>18 here today, to continue to have your 401(k)</p> <p>19 remain with Four Seasons, is that right?</p> <p>20 ATTORNEY BRUSTEIN: Objection.</p> <p>21 A. Until I'm able to work at another</p> <p>22 job.</p> <p>23 Q. If the hotel opened tomorrow would</p> <p>24 you like to work at the hotel in midtown?</p> <p>25 ATTORNEY BRUSTEIN: Objection.</p>
<p>Page 140</p> <p>1 O. IVEY</p> <p>2 A. If the hotel opened tomorrow would</p> <p>3 they rehire me, would be my first thought.</p> <p>4 Q. Whether they rehired --</p> <p>5 A. It would not be a recall --</p> <p>6 Q. I'm sorry.</p> <p>7 A. -- it would be a rehire.</p> <p>8 Q. Let me ask the question, Ms. Ivey.</p> <p>9 A. Okay.</p> <p>10 Q. Whether you want to characterize it</p> <p>11 as a recall or a rehire, if the hotel was to</p> <p>12 open tomorrow would you like to return to</p> <p>13 employment?</p> <p>14 ATTORNEY BRUSTEIN: Objection.</p> <p>15 A. That is a -- that is a question</p> <p>16 that I would have to think about.</p> <p>17 Q. So is it --</p> <p>18 A. Allow me to -- that is a question I</p> <p>19 would have to think about. I've been with</p> <p>20 that company for 25 years. And it is my</p> <p>21 honest -- honest opinion that the way I am</p> <p>22 treated by this company during this pandemic,</p> <p>23 during this time, it's very painful. I</p> <p>24 committed -- I was a loyal, committed,</p> <p>25 dedicated employee to this organization. And</p>	<p>Page 141</p> <p>1 O. IVEY</p> <p>2 if a business decision was made to send us</p> <p>3 home and it was done in a dignified manner,</p> <p>4 the -- the motto of the Four Seasons Hotel is</p> <p>5 to treat others as you would like to be</p> <p>6 treated. This is what we were taught for 25</p> <p>7 years. Some people for more. Some people for</p> <p>8 less. And I would have to really think long</p> <p>9 and hard based on how I know I have been</p> <p>10 treated.</p> <p>11 We as a people that work in that</p> <p>12 building at 57th Street was treated -- or are</p> <p>13 being treated very poorly. So yes, it's</p> <p>14 something that I would really have to think</p> <p>15 about. Did I love that organization? Did I</p> <p>16 love working there? Absolutely.</p> <p>17 Q. Do you know whether any other</p> <p>18 employees of Hotel 57 Services would have to</p> <p>19 think really hard about returning to work if</p> <p>20 it reopened tomorrow --</p> <p>21 A. I cannot --</p> <p>22 ATTORNEY BRUSTEIN: Objection.</p> <p>23 ATTORNEY LUNDY: Let me finish my</p> <p>24 question.</p> <p>25 Q. -- or would they accept the</p>

<p>Page 142</p> <p>1 O. IVEY</p> <p>2 opportunity without having to think about it</p> <p>3 long and hard?</p> <p>4 ATTORNEY BRUSTEIN: Objection.</p> <p>5 A. I cannot speak for anyone else. As</p> <p>6 it pertains to that aspect of working, I</p> <p>7 cannot speak for them.</p> <p>8 Q. So you don't know?</p> <p>9 ATTORNEY BRUSTEIN: Objection.</p> <p>10 A. I don't know.</p> <p>11 ATTORNEY LUNDY: I have one last</p> <p>12 quick question, and then we can break.</p> <p>13 (Defendants' Exhibit 67,</p> <p>14 WARNERDEF_000150 was marked for</p> <p>15 identification).</p> <p>16 Q. Ms. Ivey, I am showing you a</p> <p>17 document that has been marked exhibit 67 with</p> <p>18 Bates numbers WARNERDEF_000150.</p> <p>19 Have you seen this exchange before?</p> <p>20 A. Yes.</p> <p>21 Q. Can you identify it for me, please?</p> <p>22 A. I think this is some form of</p> <p>23 correspondence asking for, um, I was trying to</p> <p>24 apply for, to get my vacation time paid out,</p> <p>25 and I wasn't able to access.</p>	<p>Page 143</p> <p>1 O. IVEY</p> <p>2 Q. It says Tuesday, May 10. Do you</p> <p>3 recall what year that is?</p> <p>4 A. I don't remember. I don't remember</p> <p>5 when it was. It says May 10, but I am very,</p> <p>6 very bad with dates. So ...</p> <p>7 Q. Does it refresh your recollection</p> <p>8 that in 2022, May 10 fell on a Tuesday?</p> <p>9 ATTORNEY BRUSTEIN: Objection.</p> <p>10 A. No.</p> <p>11 ATTORNEY LUNDY: Withdrawn.</p> <p>12 ATTORNEY BOLAND: Oh, wait. It</p> <p>13 did. Yeah.</p> <p>14 A. It says Tuesday, May 10, but I</p> <p>15 don't -- it doesn't jog my memory.</p> <p>16 ATTORNEY BOLAND: Sorry about that.</p> <p>17 Q. Okay. It says: "Hi Sharon." The</p> <p>18 reference to Sharon, is that Sharon Brambrut</p> <p>19 who we've been speaking about earlier?</p> <p>20 A. Yes.</p> <p>21 Q. And Sharon Brambrut was one of your</p> <p>22 supervisors at the hotel?</p> <p>23 A. She's my direct -- she's the</p> <p>24 director of rooms.</p> <p>25 Q. Did you consider her your</p>
<p>Page 144</p> <p>1 O. IVEY</p> <p>2 supervisor?</p> <p>3 A. Yes.</p> <p>4 Q. It says: "Hi Sharon! I would like</p> <p>5 to apply for vacation to be paid weekly but I</p> <p>6 am unable to access WD. Are you able to</p> <p>7 assist me with the resetting or applying?"</p> <p>8 Is that your text message?</p> <p>9 A. Yes.</p> <p>10 Q. What does "WD" mean?</p> <p>11 A. Workday.</p> <p>12 Q. What is Workday?</p> <p>13 A. So Workday is our electronic file.</p> <p>14 It has all our -- this is where we -- how we</p> <p>15 go about applying for vacation, seeing how</p> <p>16 much vacation we have accrued, how much we</p> <p>17 have earned. Anything to do with our worklife</p> <p>18 would be found there.</p> <p>19 Q. Do you still have access to</p> <p>20 Workday?</p> <p>21 A. I do not.</p> <p>22 Q. When was the last time you tried to</p> <p>23 access Workday?</p> <p>24 A. I did try doing this. I don't</p> <p>25 remember if I was able to. And I don't</p>	<p>Page 145</p> <p>1 O. IVEY</p> <p>2 remember if I was able to, or if Sharon had</p> <p>3 done it for me. I really don't remember.</p> <p>4 Q. It says: Hi Olive - how have you</p> <p>5 been feeling? Elizabeth has to help you with</p> <p>6 Workday. I have let her know your question</p> <p>7 about Workday access."</p> <p>8 ATTORNEY BRUSTEIN: Objection.</p> <p>9 Q. Is it possible that Elizabeth --</p> <p>10 withdrawn. Is it possible to gain access to</p> <p>11 Workday by contacting Ms. Ortiz for a reset</p> <p>12 password of some sort?</p> <p>13 ATTORNEY BRUSTEIN: Objection.</p> <p>14 A. I know that when I am on the</p> <p>15 property I could go to people & culture and</p> <p>16 ask for assistance with getting into my file.</p> <p>17 I don't -- for me, this message</p> <p>18 would be, I don't know if she would have been</p> <p>19 able to reset it or if she would have been --</p> <p>20 I know she would have been able to go in and</p> <p>21 put the days in for me.</p> <p>22 Q. Since filing this lawsuit have you</p> <p>23 ever contacted Ms. Ortiz to gain access to</p> <p>24 your Workday?</p> <p>25 ATTORNEY BRUSTEIN: Objection.</p>

<p>Page 146</p> <p>1 O. IVEY</p> <p>2 A. I don't remember doing that. As</p> <p>3 far as I am concerned, I wouldn't -- I</p> <p>4 wouldn't have done that. Why would I -- why</p> <p>5 would I contact her to get me into Workday if</p> <p>6 I'm not working there?</p> <p>7 Q. So your answer is no, you haven't</p> <p>8 contacted her to gain access to Workday?</p> <p>9 ATTORNEY BRUSTEIN: Objection.</p> <p>10 A. I don't remember doing that, no.</p> <p>11 Q. Do you recall whether or not you</p> <p>12 gained access to Workday following this</p> <p>13 correspondence with Sharon?</p> <p>14 A. I don't remember. I think that --</p> <p>15 I don't remember if I put it in or if she put</p> <p>16 it in for me. I do not remember.</p> <p>17 Q. Okay.</p> <p>18 ATTORNEY LUNDY: You want to take a</p> <p>19 break?</p> <p>20 (Lunch recess taken at 1:05 p.m.)</p> <p>21</p> <p>22</p> <p>23</p> <p>24</p> <p>25</p>	<p>Page 147</p> <p>1 O. IVEY</p> <p>2 AFTERNOON SESSION</p> <p>3 (1:59 p.m.)</p> <p>4 ---</p> <p>5</p> <p>6 OLIVE IVEY,</p> <p>7 resumed as a witness, having been</p> <p>8 previously sworn by a Notary Public,</p> <p>9 was examined and testified further as</p> <p>10 follows:</p> <p>11 EXAMINATION BY</p> <p>12 ATTORNEY LUNDY:</p> <p>13 Q. Good afternoon, Ms. Ivey.</p> <p>14 A. Good afternoon.</p> <p>15 Q. How did you first learn about the</p> <p>16 COVID-19 pandemic?</p> <p>17 A. I think it was on TV.</p> <p>18 Q. Do you recall when that was?</p> <p>19 A. No.</p> <p>20 Q. Do you recall what year it was?</p> <p>21 A. I think it was 2021.</p> <p>22 Q. Let's refer back to the amended</p> <p>23 complaint again. I believe it's exhibit 6.</p> <p>24 Ms. Ivey, you have exhibit 6 in</p> <p>25 front of you, the first amended complaint?</p>
<p>Page 148</p> <p>1 O. IVEY</p> <p>2 A. Mm-hmm.</p> <p>3 Q. I am just going to refer you to</p> <p>4 paragraph 3.</p> <p>5 ATTORNEY BRUSTEIN: What page?</p> <p>6 ATTORNEY LUNDY: Page 2, paragraph</p> <p>7 3.</p> <p>8 Q. It says: Beginning approximately</p> <p>9 March 20 of 2020 and continuing for 30 days</p> <p>10 thereafter ... and it's identified as the</p> <p>11 furlough date ... plaintiffs and other</p> <p>12 similarly situated employees that were working</p> <p>13 at the hotel located at 57 East 57th Street</p> <p>14 New York, New York known as the Four Seasons</p> <p>15 Hotel New York and/or Four Seasons New York,</p> <p>16 identified as the Hotel, were placed on</p> <p>17 furlough for an indefinite period of time.</p> <p>18 Since that time they have not been brought</p> <p>19 back to work.</p> <p>20 Does the date March 20, 2020</p> <p>21 refresh your recollection about when you first</p> <p>22 learned about the COVID-19 pandemic?</p> <p>23 ATTORNEY BRUSTEIN: Objection.</p> <p>24 A. That would not have been the date</p> <p>25 we first learned about it. It would have been</p>	<p>Page 149</p> <p>1 O. IVEY</p> <p>2 the date we were sent home.</p> <p>3 Q. Does paragraph 3 refresh your</p> <p>4 recollection that you first learned about the</p> <p>5 COVID-19 pandemic in 2020?</p> <p>6 A. I don't remember when I first heard</p> <p>7 about it. I know it was all over the news,</p> <p>8 over TV. So we were watching it unfold in</p> <p>9 other parts of the country. I don't know when</p> <p>10 it was first reported in the U.S. But I know</p> <p>11 that -- I know that we were watching it unfold</p> <p>12 on TV. I don't know what dates.</p> <p>13 Q. My question, though, was not a</p> <p>14 specific date, but a particular year.</p> <p>15 Do you recall what year you first</p> <p>16 learned about the COVID-19 pandemic?</p> <p>17 A. I don't remember what year. Truth</p> <p>18 be told, I'm very bad with dates. So I</p> <p>19 don't -- unless I write dates down and make</p> <p>20 note of it, I don't remember dates.</p> <p>21 Q. When the COVID-19 pandemic first</p> <p>22 began did it affect your day to day life?</p> <p>23 ATTORNEY BRUSTEIN: Objection.</p> <p>24 A. No, because we were still going</p> <p>25 about our daily business as usual. We went to</p>

<p>Page 150</p> <p>1 O. IVEY</p> <p>2 work, we were working, we were watching it on</p> <p>3 TV. But I don't -- nothing was -- we didn't</p> <p>4 really do anything differently. Because, you</p> <p>5 know, it was -- it was something that was</p> <p>6 happening but we didn't see it happening in</p> <p>7 front of our eyes. It was just like we were</p> <p>8 watching it happening in another country.</p> <p>9 Q. Did there come a period of time</p> <p>10 where the COVID-19 pandemic did affect your</p> <p>11 day to day life?</p> <p>12 A. Yes.</p> <p>13 Q. Do you recall when that was?</p> <p>14 A. In regard to affecting my day to</p> <p>15 day life, I think it would have to be after we</p> <p>16 were sent home and realized that COVID was</p> <p>17 here, and now things were changing. We were</p> <p>18 sent home from work, we were -- my routine now</p> <p>19 has changed. My routine is usually you wake</p> <p>20 up, you go to work, you work your hours, you</p> <p>21 come home, you do your whatever needed to be</p> <p>22 done. The work was a big part of my day. And</p> <p>23 so not going to work on a daily basis yes,</p> <p>24 that was a major disruption.</p> <p>25 Q. Did you personally foresee the</p>	<p>Page 151</p> <p>1 O. IVEY</p> <p>2 global COVID-19 pandemic before it affected</p> <p>3 your day to day life?</p> <p>4 ATTORNEY BRUSTEIN: Objection.</p> <p>5 A. I think I thought it was going to</p> <p>6 be bad, based on what I saw happening</p> <p>7 overseas. So when the day came that I, on</p> <p>8 March 20, when we were being sent home, and</p> <p>9 they said we would be back in two weeks, I</p> <p>10 never thought that we would be back in two</p> <p>11 weeks.</p> <p>12 Q. Before you saw the news report on</p> <p>13 TV about the COVID-19 pandemic, did you</p> <p>14 personally foresee a global pandemic before it</p> <p>15 was being reported on the news?</p> <p>16 ATTORNEY BRUSTEIN: Objection.</p> <p>17 A. I never thought of that.</p> <p>18 Q. Is it accurate to say that the</p> <p>19 COVID-19 pandemic was unexpected?</p> <p>20 ATTORNEY BRUSTEIN: Objection.</p> <p>21 A. I don't think it was unexpected in</p> <p>22 the United States.</p> <p>23 Q. Why not?</p> <p>24 A. Because we saw what it was doing</p> <p>25 outside of the United States. So when it got</p>
<p>Page 152</p> <p>1 O. IVEY</p> <p>2 here, why would we be surprised -- why would</p> <p>3 we think it was going to be any different from</p> <p>4 it was in China? We saw it unfold in China,</p> <p>5 we saw it over a period of time.</p> <p>6 So for me, once it got here, I</p> <p>7 thought that, I made preparation, like when --</p> <p>8 when I was sent home, I had a freezer and a</p> <p>9 refrigerator at home. And even though they</p> <p>10 told me I was going to be home for two weeks,</p> <p>11 I never believed it. I stocked up on food for</p> <p>12 my family because of what I saw on TV.</p> <p>13 Q. Ms. Ivey, you're referring to "we."</p> <p>14 Who are you referring to as "we"?</p> <p>15 A. When we were sent home?</p> <p>16 Q. Yes.</p> <p>17 A. Or what we were doing at home? We</p> <p>18 were sent home means -- when I was sent home,</p> <p>19 when we were all as employees of Four Seasons</p> <p>20 midtown sent home and what we were making</p> <p>21 preparation would be my family and I were</p> <p>22 making preparation at home.</p> <p>23 Q. Were all employees of the hotel</p> <p>24 sent home?</p> <p>25 ATTORNEY BRUSTEIN: Objection.</p>	<p>Page 153</p> <p>1 O. IVEY</p> <p>2 A. On the day that we left? On March</p> <p>3 20?</p> <p>4 Q. I'm just seeking clarification on</p> <p>5 what you just said. You said when we were all</p> <p>6 sent home from the hotel, and I am trying to</p> <p>7 understand if you believe that all hotel</p> <p>8 employees were sent home on a particular day</p> <p>9 as a result of COVID-19?</p> <p>10 ATTORNEY BRUSTEIN: Objection.</p> <p>11 A. I don't know how many people were</p> <p>12 sent home. I do know that the entire</p> <p>13 housekeeping department on that day was told</p> <p>14 to pack all our stuff and we would be leaving.</p> <p>15 Because the city said that we were closing</p> <p>16 down.</p> <p>17 Q. But some individuals, some</p> <p>18 employees of the hotels continued to remain at</p> <p>19 that property, and continued to work after you</p> <p>20 were sent home?</p> <p>21 ATTORNEY BRUSTEIN: Objection. Is</p> <p>22 there a question?</p> <p>23 Q. Is that right?</p> <p>24 ATTORNEY BRUSTEIN: Objection.</p> <p>25 A. Initially I don't -- I don't -- it</p>

<p>Page 154</p> <p>1 O. IVEY</p> <p>2 is my belief that that day when we were sent</p> <p>3 home on the 20th, that everybody left. I</p> <p>4 don't know that anyone stayed behind. And of</p> <p>5 course I wasn't told that. It was just</p> <p>6 something that I thought. Because everyone</p> <p>7 had to be out -- to be home because of the</p> <p>8 mandate from the city.</p> <p>9 Q. So it's your personal belief that</p> <p>10 all of the employees of the hotel were sent</p> <p>11 home on a particular date because of COVID-19,</p> <p>12 is that right?</p> <p>13 ATTORNEY BRUSTEIN: Objection.</p> <p>14 A. In the beginning, yes.</p> <p>15 Q. And what is the basis of your</p> <p>16 belief?</p> <p>17 A. Because I think -- well, it is my</p> <p>18 belief that the hotel midtown, Four Seasons</p> <p>19 midtown was acting on what the city said. We</p> <p>20 got a call -- I got a call stating that we are</p> <p>21 all going home because the city mandated that</p> <p>22 we go home and we would be on lockdown for two</p> <p>23 weeks. So if that was a mandate, I thought</p> <p>24 that it would have been for me natural --</p> <p>25 natural for me to believe that everybody</p>	<p>Page 155</p> <p>1 O. IVEY</p> <p>2 vacated the premises.</p> <p>3 Q. No one told you personally that</p> <p>4 every employee from the hotel were being sent</p> <p>5 home that day because of the pandemic, right?</p> <p>6 No one told you that?</p> <p>7 A. We were told that we are all -- we</p> <p>8 are closing the hotel as mandated. So if the</p> <p>9 hotel is closing I'm assuming that no one</p> <p>10 would be there.</p> <p>11 Q. My question was did anyone tell you</p> <p>12 personally that all employees of the hotel</p> <p>13 were being sent home that day because of the</p> <p>14 pandemic?</p> <p>15 ATTORNEY BRUSTEIN: Objection.</p> <p>16 A. We were told that the hotel was</p> <p>17 closing and we are all going to be going home</p> <p>18 because it was mandated by the city.</p> <p>19 If everyone left that day, I don't</p> <p>20 know. But that was what we -- I was told.</p> <p>21 Q. Did someone tell you that all</p> <p>22 employees were being sent home?</p> <p>23 ATTORNEY BRUSTEIN: Objection.</p> <p>24 A. Sharon Brambrut said the hotel was</p> <p>25 being closed and we are going to leave, we</p>
<p>Page 156</p> <p>1 O. IVEY</p> <p>2 should pack and leave because it was mandated</p> <p>3 by the city. As far as what decision was</p> <p>4 taken after, whether people were staying</p> <p>5 behind or not, I was not privy to that.</p> <p>6 Q. You don't know specifically who</p> <p>7 "we" meant when that was being told to you?</p> <p>8 ATTORNEY BRUSTEIN: Objection.</p> <p>9 A. Could you please --</p> <p>10 Q. You just testified that Sharon</p> <p>11 Brambrut advised that "we should all go home."</p> <p>12 A. Mm-hmm.</p> <p>13 Q. But you don't know who "we" meant</p> <p>14 when Sharon Brambrut used that term, is that</p> <p>15 right?</p> <p>16 A. She said the hotel was closing, the</p> <p>17 hotel was closing, and as mandated by the city</p> <p>18 we are all to vacate -- we are going to be on</p> <p>19 lockdown. Now I am assuming if the city is on</p> <p>20 lockdown because of a pandemic, that everybody</p> <p>21 would be on lockdown. Not some people.</p> <p>22 So ...</p> <p>23 Q. So it's your personal belief that</p> <p>24 everyone went home from the hotel?</p> <p>25 ATTORNEY BRUSTEIN: Objection.</p>	<p>Page 157</p> <p>1 O. IVEY</p> <p>2 A. I believe so.</p> <p>3 Q. You were previously testifying that</p> <p>4 COVID-19 was not unexpected. My question</p> <p>5 related to the global pandemic of COVID-19.</p> <p>6 Do you believe that the global</p> <p>7 pandemic of COVID-19 was unexpected?</p> <p>8 ATTORNEY BRUSTEIN: Objection.</p> <p>9 A. I believe that the global</p> <p>10 expectation of COVID-19 was -- I believe</p> <p>11 COVID-19 was unexpected. However, based on</p> <p>12 what was happening prior to the pandemic</p> <p>13 entering the United States, we should -- it</p> <p>14 should not have been an unexpected event at</p> <p>15 that point.</p> <p>16 Q. My question, Ms. Ivey, was not</p> <p>17 about the United States' expectation of the</p> <p>18 entry of COVID-19 into the United States. My</p> <p>19 question related to the general understanding</p> <p>20 of a global pandemic.</p> <p>21 Was COVID-19 expected by anyone at</p> <p>22 any time?</p> <p>23 ATTORNEY BRUSTEIN: Objection.</p> <p>24 ATTORNEY LUNDY: Withdrawn.</p> <p>25 Q. Is it fair to say that the COVID-19</p>

<p>Page 158</p> <p>1 O. IVEY</p> <p>2 pandemic was unprecedented?</p> <p>3 ATTORNEY BRUSTEIN: Objection.</p> <p>4 A. Yes.</p> <p>5 Q. Have you ever experienced a global</p> <p>6 pandemic before COVID-19?</p> <p>7 A. No.</p> <p>8 Q. Do you know anyone who is currently</p> <p>9 alive who has experienced a global pandemic</p> <p>10 before COVID-19?</p> <p>11 ATTORNEY BRUSTEIN: Objection.</p> <p>12 A. No.</p> <p>13 Q. Did there come a time before you</p> <p>14 were sent home from work because of the</p> <p>15 COVID-19 pandemic that hotel business</p> <p>16 operations were being changed because of the</p> <p>17 pandemic?</p> <p>18 ATTORNEY BRUSTEIN: Objection.</p> <p>19 A. I don't remember. I don't remember</p> <p>20 when -- I don't remember.</p> <p>21 Q. Did there come a time a period of</p> <p>22 time in March 2020 that employees of the hotel</p> <p>23 were told to no longer shake hands with</p> <p>24 guests?</p> <p>25 A. Oh, yes. Yes.</p>	<p>Page 159</p> <p>1 O. IVEY</p> <p>2 Q. Do you recall when that was?</p> <p>3 A. I don't remember when it was, but</p> <p>4 yes, we were using sanitizers, and we were --</p> <p>5 yes, we were wearing masks.</p> <p>6 Q. Those were hard to come by back</p> <p>7 then, weren't they?</p> <p>8 ATTORNEY BRUSTEIN: Objection.</p> <p>9 A. They were.</p> <p>10 Q. How did you obtain a face mask?</p> <p>11 ATTORNEY BRUSTEIN: Objection.</p> <p>12 A. The -- well, we were not -- we were</p> <p>13 not able to get the, the specialized masks.</p> <p>14 But we had those surgical masks for myself, I</p> <p>15 went online and purchased the -- the K-9 is</p> <p>16 what they called them? Yeah, I went online</p> <p>17 and purchased a pack for a hundred dollars.</p> <p>18 Q. Is it fair to say that purchasing</p> <p>19 face masks were difficult in March of 2020?</p> <p>20 ATTORNEY BRUSTEIN: Objection.</p> <p>21 A. Yes.</p> <p>22 Q. Is it fair to say that they were</p> <p>23 difficult to purchase -- withdrawn.</p> <p>24 Is it fair to say that purchasing</p> <p>25 face masks in March of 2020 was difficult</p>
<p>Page 160</p> <p>1 O. IVEY</p> <p>2 because the COVID-19 pandemic was not</p> <p>3 expected?</p> <p>4 ATTORNEY BRUSTEIN: Objection.</p> <p>5 A. I would say that the face masks</p> <p>6 were difficult to purchase because of -- yes,</p> <p>7 because of the COVID-19, but also because we</p> <p>8 were not prepared.</p> <p>9 Q. Who is "we"?</p> <p>10 A. The country was not prepared, even</p> <p>11 though they saw what was happening ahead of it</p> <p>12 coming here.</p> <p>13 Q. In March 2020 did you know how long</p> <p>14 the COVID-19 pandemic would last?</p> <p>15 ATTORNEY BRUSTEIN: Objection.</p> <p>16 A. I didn't know how long it would</p> <p>17 last. I did believe it would last for a</p> <p>18 while.</p> <p>19 Q. What's the basis of that belief?</p> <p>20 A. What I saw unfolding.</p> <p>21 Q. What did you see unfolding?</p> <p>22 A. What was happening in China and</p> <p>23 other countries prior to it coming here.</p> <p>24 Hence the reason why I made preparations for</p> <p>25 my family.</p>	<p>Page 161</p> <p>1 O. IVEY</p> <p>2 Q. Any other reason you believed it</p> <p>3 would last a long time?</p> <p>4 A. I believe it would have lasted a</p> <p>5 long time because I didn't think that it was</p> <p>6 being taken seriously by our president. And</p> <p>7 so there were other people who just didn't</p> <p>8 think it was real, even though it was there to</p> <p>9 see.</p> <p>10 Q. Ms. Ivey, we didn't go through your</p> <p>11 background. Do you have any degrees in</p> <p>12 science?</p> <p>13 A. No. However --</p> <p>14 Q. I don't think there's a question</p> <p>15 pending. Do you have a degree in science?</p> <p>16 A. I am answering the question.</p> <p>17 Q. I think it's a yes or no. Do you</p> <p>18 have a degree in science?</p> <p>19 A. I do not have a degree in science.</p> <p>20 However, I have a member of my family that</p> <p>21 lives in my household that is a research</p> <p>22 scientist, and during the time that the</p> <p>23 pandemic was going on I did ask her to explain</p> <p>24 some research papers that she brought up, I</p> <p>25 asked her to lay down in common terms for me,</p>

<p>Page 162</p> <p>1 O. IVEY</p> <p>2 because so that I could have a clear</p> <p>3 understanding of what the pandemic was about.</p> <p>4 And so she printed the papers and she was able</p> <p>5 to explain to me in simple terms what exactly</p> <p>6 the virus was about.</p> <p>7 Q. Are you a doctor?</p> <p>8 ATTORNEY BRUSTEIN: Objection.</p> <p>9 A. I am not a doctor.</p> <p>10 Q. In April of 2020 did you know how</p> <p>11 long the COVID-19 pandemic would last?</p> <p>12 ATTORNEY BRUSTEIN: Objection.</p> <p>13 A. I did not know how long it would</p> <p>14 last.</p> <p>15 Q. In May 2020 did you know how long</p> <p>16 the COVID-19 pandemic would last?</p> <p>17 ATTORNEY BRUSTEIN: Objection.</p> <p>18 A. The pandemic was -- in May of 2020</p> <p>19 I did not know how long it would last.</p> <p>20 However, I didn't think that it was going to</p> <p>21 be over any time soon.</p> <p>22 Q. What was the basis of that belief?</p> <p>23 A. Again, because of what I saw</p> <p>24 happening around me.</p> <p>25 Q. Do you have a degree in science?</p>	<p>Page 163</p> <p>1 O. IVEY</p> <p>2 ATTORNEY BRUSTEIN: Objection. You</p> <p>3 asked that already. I mean I think it's</p> <p>4 really inappropriate to ask her about</p> <p>5 degrees you know she doesn't have. Can</p> <p>6 we please move on?</p> <p>7 ATTORNEY LUNDY: I have a question</p> <p>8 pending.</p> <p>9 A. I do not have a degree in science.</p> <p>10 However, my common sense told me that based on</p> <p>11 what was evident in front of my eyes, what was</p> <p>12 happening, that it was not something that was</p> <p>13 just going to be over overnight.</p> <p>14 Q. You used the word "any time soon."</p> <p>15 What do you mean by "any time</p> <p>16 soon"?</p> <p>17 A. It was not going to be two weeks or</p> <p>18 a month.</p> <p>19 Q. What did you believe the length of</p> <p>20 the COVID-19 pandemic would be?</p> <p>21 A. I didn't have a length for it, but</p> <p>22 I think that I believed that as long as people</p> <p>23 were not taking the protocol seriously or</p> <p>24 doing, playing their part in helping it, to</p> <p>25 stem it, and the fact that it seemed that if</p>
<p>Page 164</p> <p>1 O. IVEY</p> <p>2 so much was happening elsewhere and what was</p> <p>3 also starting to happen here, that it would</p> <p>4 not be something that would end quickly.</p> <p>5 Q. Were restrictions put into place in</p> <p>6 New York City in March 2020 in response to the</p> <p>7 COVID-19 pandemic?</p> <p>8 ATTORNEY BRUSTEIN: Objection.</p> <p>9 A. I think there were some</p> <p>10 restrictions, yes.</p> <p>11 Q. What were they?</p> <p>12 ATTORNEY BRUSTEIN: Objection.</p> <p>13 A. I remember we were told to wear</p> <p>14 masks.</p> <p>15 Q. Anything else?</p> <p>16 A. That is the most -- that is what I</p> <p>17 remember the most.</p> <p>18 Q. Do you recall the state issuing</p> <p>19 stay at home orders as a result of the</p> <p>20 COVID-19 pandemic?</p> <p>21 A. Yes. I don't remember when it</p> <p>22 happened, but I know they did issue the order</p> <p>23 to stay home.</p> <p>24 Q. And did you comply with that order</p> <p>25 to stay at home?</p>	<p>Page 165</p> <p>1 O. IVEY</p> <p>2 ATTORNEY BRUSTEIN: Objection.</p> <p>3 A. Yes, we -- I did comply. I went</p> <p>4 out when it was necessary.</p> <p>5 Q. Do you know how long the stay at</p> <p>6 home orders were in place in New York City?</p> <p>7 A. I don't remember.</p> <p>8 Q. Do you know how long the stay at</p> <p>9 home orders were in place in the state?</p> <p>10 A. I don't remember.</p> <p>11 Q. Do you recall how long the initial</p> <p>12 stay at home order was put into place?</p> <p>13 ATTORNEY BRUSTEIN: Objection.</p> <p>14 A. No.</p> <p>15 Q. Do you know whether the stay at</p> <p>16 home orders were extended for varying periods</p> <p>17 of time?</p> <p>18 ATTORNEY BRUSTEIN: Objection.</p> <p>19 A. I don't remember how that went. I</p> <p>20 know there were orders, but as far as were</p> <p>21 the -- I don't remember how that went. I know</p> <p>22 there were orders in place, though.</p> <p>23 Q. Do you recall the phrase</p> <p>24 "flattening the curve"?</p> <p>25 A. Yes.</p>

<p>Page 166</p> <p>1 O. IVEY</p> <p>2 Q. What is your recollection of that</p> <p>3 phrase, "flattening the curve"?</p> <p>4 A. So from my recollection, I think on</p> <p>5 a daily basis there were reports, they would</p> <p>6 have numbers of -- of people that were</p> <p>7 contracting or that were affected by the --</p> <p>8 contracting the virus or dying from the virus.</p> <p>9 And so there was, I saw it on TV, like a</p> <p>10 graph, a curve of what was happening on a</p> <p>11 daily basis. And flattening the curve was</p> <p>12 basically at what point it started going down,</p> <p>13 and leveling off.</p> <p>14 Q. So there was a hope, by this</p> <p>15 concept of flattening the curve, that there</p> <p>16 would be a point where the curve would flatten</p> <p>17 and the COVID-19 pandemic would not be</p> <p>18 impacting our day to day life, is that right?</p> <p>19 ATTORNEY BRUSTEIN: Objection.</p> <p>20 A. Well, I'm sure there was a hope.</p> <p>21 Q. Right. But that was the concept,</p> <p>22 for flattening the curve, right?</p> <p>23 ATTORNEY BRUSTEIN: Objection.</p> <p>24 A. I assume so, yes.</p> <p>25 Q. Did there come a time when the</p>	<p>Page 167</p> <p>1 O. IVEY</p> <p>2 hotel stopped accepting guests as a result of</p> <p>3 the COVID-19 pandemic?</p> <p>4 A. Yes.</p> <p>5 Q. Do you recall when that was?</p> <p>6 A. I don't remember the date.</p> <p>7 Q. Do you recall how you learned about</p> <p>8 that cessation of operation?</p> <p>9 A. I don't remember.</p> <p>10 Q. When this change in hotel operation</p> <p>11 was announced what was your expectation about</p> <p>12 the length of this temporary closure of hotel</p> <p>13 operation?</p> <p>14 ATTORNEY BRUSTEIN: Objection.</p> <p>15 A. I thought that I was going to be</p> <p>16 sent home, which I was, eventually, even</p> <p>17 before it happened, I -- I did believe that</p> <p>18 there would come a time when we would be</p> <p>19 sent -- when the staff would be sent home,</p> <p>20 including myself.</p> <p>21 Based on what I was seeing on -- in</p> <p>22 the media, I did not have any idea how it</p> <p>23 would play out and therefore I didn't have any</p> <p>24 idea of how long it would be.</p> <p>25 Q. Did you have a hope that the</p>
<p>Page 168</p> <p>1 O. IVEY</p> <p>2 closure would only be two weeks?</p> <p>3 ATTORNEY BRUSTEIN: Objection.</p> <p>4 A. I had a hope that it would be two</p> <p>5 weeks, but I knew it wasn't going to be.</p> <p>6 Q. Is it accurate that there was</p> <p>7 uncertainty about how long the COVID-19</p> <p>8 pandemic would last?</p> <p>9 ATTORNEY BRUSTEIN: Objection.</p> <p>10 A. I'm sorry. Could you please repeat</p> <p>11 your question? Sorry.</p> <p>12 Q. Is it accurate that there was</p> <p>13 uncertainty about how long the pandemic would</p> <p>14 last?</p> <p>15 A. Yes. I think there was uncertainty</p> <p>16 about how long the pandemic would last.</p> <p>17 Q. In March 2020 do you recall the</p> <p>18 number of hours a week you were working?</p> <p>19 ATTORNEY BRUSTEIN: Objection.</p> <p>20 A. My scheduled hours per week would</p> <p>21 be 50. Ten hours per day five days per week.</p> <p>22 That is normal. There are days when it would</p> <p>23 be over that amount. But it would be a</p> <p>24 minimum of 50 hours.</p> <p>25 Q. Did there come a period of time</p>	<p>Page 169</p> <p>1 O. IVEY</p> <p>2 when the hotel was converted to a temporary</p> <p>3 housing for COVID-19 first responders?</p> <p>4 A. I heard that on the news, yes.</p> <p>5 Q. When you learned about the hotel's</p> <p>6 conversion to a temporary housing for first</p> <p>7 responders, did you speak to anyone at the</p> <p>8 hotel about that?</p> <p>9 A. I don't remember if I spoke with</p> <p>10 anyone about that. I am sure it was -- I</p> <p>11 don't remember.</p> <p>12 Q. Did you work at the hotel when it</p> <p>13 was being operated as a temporary housing for</p> <p>14 first responders during the COVID-19?</p> <p>15 A. No, I did not.</p> <p>16 Q. Do you know whether any members of</p> <p>17 the housekeeping staff did report to work when</p> <p>18 the hotel was being operated as a temporary</p> <p>19 housing for first responders?</p> <p>20 A. I don't know. I am assuming that</p> <p>21 there would have been someone there.</p> <p>22 Q. Do you know whether other employees</p> <p>23 of the hotel were working at the property when</p> <p>24 it was operating as a temporary housing</p> <p>25 facility for first responders?</p>

<p>Page 170</p> <p>1 O. IVEY</p> <p>2 A. I am assuming that if the hotel is</p> <p>3 open to first responders, there must be staff</p> <p>4 there. Who was there, I don't know. But I am</p> <p>5 sure there was staff there. Because they</p> <p>6 would not have had first responders there by</p> <p>7 themselves.</p> <p>8 Q. Were you asked to come back to work</p> <p>9 during the time period that the hotel was</p> <p>10 operating as a temporary housing facility for</p> <p>11 first responders?</p> <p>12 A. I was given the option to do so.</p> <p>13 However, I declined, because at the time I</p> <p>14 had -- I have a disabled son, and, um, I also</p> <p>15 had an infant in my home, he was born -- he</p> <p>16 was born during COVID. So ...</p> <p>17 Q. Do you know --</p> <p>18 A. Out of an abundance of caution, I</p> <p>19 had to decline.</p> <p>20 Q. Do you know whether other employees</p> <p>21 of the hotel were asked to return to work</p> <p>22 during the operation of the temporary housing</p> <p>23 for first responders?</p> <p>24 A. I don't know.</p> <p>25 Q. Did you speak to any of your</p>	<p>Page 171</p> <p>1 O. IVEY</p> <p>2 housekeeping staff about the opportunity to</p> <p>3 return to work during the hotel's operation as</p> <p>4 a temporary housing facility for first</p> <p>5 responders?</p> <p>6 A. No.</p> <p>7 Q. How many hours of work did you</p> <p>8 perform in April of 2020 for the hotel?</p> <p>9 A. No, I don't know how many hours.</p> <p>10 Like I said, my hours varies. So -- and I am</p> <p>11 salaried. So I'm never one to keep track of</p> <p>12 hours.</p> <p>13 Q. Do you know how many hours a week</p> <p>14 non-union employees were working at the hotel</p> <p>15 in April 2020?</p> <p>16 A. If there was anyone there, I don't</p> <p>17 know. And I don't know how many hours if they</p> <p>18 were working, how many hours they would have</p> <p>19 been working. I don't know.</p> <p>20 Q. You already testified that when the</p> <p>21 hotel was operating as a temporary housing</p> <p>22 facility for first responders, that there were</p> <p>23 employees at the hotel. Did you not?</p> <p>24 A. I said I am assuming that there</p> <p>25 would have been workers at the hotel because</p>
<p>Page 172</p> <p>1 O. IVEY</p> <p>2 there's no way that the hotel would be housing</p> <p>3 people and not have workers there.</p> <p>4 Q. And you don't know how many hours a</p> <p>5 week any of those employees would have been</p> <p>6 working at the hotel during that time?</p> <p>7 A. No. Because I wasn't there.</p> <p>8 Q. Was there a period of time after</p> <p>9 March 2020 that you were working at the hotel</p> <p>10 by remote means?</p> <p>11 A. If I was -- after March, 2020?</p> <p>12 Q. Yes.</p> <p>13 A. That I was working remotely?</p> <p>14 Q. Yes.</p> <p>15 A. No.</p> <p>16 Q. After March 2020 were you</p> <p>17 responsible for coordinating any schedules for</p> <p>18 the housekeeping staff during that time</p> <p>19 period?</p> <p>20 A. No.</p> <p>21 Q. Let's look at exhibit 33, please.</p> <p>22 (Defendants' Exhibit 33, Staley</p> <p>23 v FSR 0204 to 0207 was previously marked</p> <p>24 for identification.)</p> <p>25 Q. Ms. Ivey, I've shown you a document</p>	<p>Page 173</p> <p>1 O. IVEY</p> <p>2 that's been marked exhibit 33 with Bates</p> <p>3 number Staley v FSR 0204 --</p> <p>4 ATTORNEY BRUSTEIN: Objection. It</p> <p>5 says WARNERDEF --</p> <p>6 (Discussion off the record.)</p> <p>7 Q. Ms. Ivey, before we turn to exhibit</p> <p>8 33. How many times during COVID-19 were you</p> <p>9 given the opportunity to report back to the</p> <p>10 hotel but declined?</p> <p>11 ATTORNEY BRUSTEIN: Objection.</p> <p>12 A. I don't remember. I know that I</p> <p>13 was told that they were going to be housing</p> <p>14 medical personnel, and I was given, initially</p> <p>15 given the option to work. But I explained to</p> <p>16 them why I would -- they said it was an option</p> <p>17 for me. And I declined at that point due to</p> <p>18 my concerns for my family.</p> <p>19 After that initial time I don't</p> <p>20 remember ever being asked, except I was asked</p> <p>21 to go to Philadelphia at some point, after the</p> <p>22 reopening.</p> <p>23 Q. Are you referring to Four Seasons</p> <p>24 Philadelphia?</p> <p>25 A. Yes.</p>

<p>Page 174</p> <p>1 O. IVEY</p> <p>2 Q. Do you know whether any other</p> <p>3 employees from the hotel were also asked to</p> <p>4 return to work but declined to do so?</p> <p>5 A. I don't know.</p> <p>6 Q. Let's turn to exhibit 33, please.</p> <p>7 It's Bates-numbered Staley v FSR 204 through</p> <p>8 Staley v. FSR 207. And it's dated April 9,</p> <p>9 2020.</p> <p>10 Ms. Ivey, have you seen this</p> <p>11 document before?</p> <p>12 A. Yes.</p> <p>13 Q. Can you identify it for me, please?</p> <p>14 A. I think it was a letter that was</p> <p>15 sent out to us after we went home, on</p> <p>16 informing us how to go about filing for</p> <p>17 unemployment.</p> <p>18 Q. Looking at the paragraph starting</p> <p>19 with hotel operations. It says: On March 20,</p> <p>20 2020 in an abundance of caution we made the</p> <p>21 difficult decision to temporarily suspend most</p> <p>22 of the hotel operations. At that time, we had</p> <p>23 communicated that our hope was to return to a</p> <p>24 full hotel operation on April 15, 2020.</p> <p>25 Was it also your hope on April 9,</p>	<p>Page 175</p> <p>1 O. IVEY</p> <p>2 2020 that the hotel would return to regular</p> <p>3 operations beginning on April 15, 2020?</p> <p>4 ATTORNEY BRUSTEIN: Objection.</p> <p>5 A. It was my hope. But I didn't</p> <p>6 believe that it would happen.</p> <p>7 Q. In the third paragraph, in the same</p> <p>8 section it says: Since then, the COVID-19</p> <p>9 pandemic has continued to impact our business</p> <p>10 and the hospitality industry.</p> <p>11 Do you believe it's accurate that</p> <p>12 the pandemic impacted the hospitality industry</p> <p>13 as a whole?</p> <p>14 ATTORNEY BRUSTEIN: Objection.</p> <p>15 A. Yes.</p> <p>16 Q. Is it fair to say that the COVID-19</p> <p>17 pandemic impacted the business operations of</p> <p>18 other industries, too?</p> <p>19 ATTORNEY BRUSTEIN: Objection.</p> <p>20 A. Yes.</p> <p>21 Q. And in the same paragraph it reads:</p> <p>22 The federal government has extended social</p> <p>23 distancing guidelines through April 30, 2020</p> <p>24 and New York Governor Andrew Cuomo extended</p> <p>25 the statewide stay at home order until April</p>
<p>Page 176</p> <p>1 O. IVEY</p> <p>2 29, 2020.</p> <p>3 Does this refresh your recollection</p> <p>4 that the stay at home orders were extended at</p> <p>5 varying times?</p> <p>6 ATTORNEY BRUSTEIN: Objection.</p> <p>7 A. I suppose so.</p> <p>8 Q. On the next page beginning at</p> <p>9 Staley v. FSR 0205 it outlines unemployment.</p> <p>10 A. Mm-hmm.</p> <p>11 Q. Did you file for unemployment?</p> <p>12 A. I did.</p> <p>13 Q. Do you recall when you filed for</p> <p>14 unemployment?</p> <p>15 A. I don't remember, but I'm sure the</p> <p>16 documentation is somewhere there, that shows.</p> <p>17 Q. Did you search your records to</p> <p>18 identify and collect any of those documents</p> <p>19 pertaining to your application for</p> <p>20 unemployment?</p> <p>21 A. Yes, I went on the unemployment</p> <p>22 website, I printed it out.</p> <p>23 Q. In connection with this lawsuit?</p> <p>24 A. Yes.</p> <p>25 Q. Okay. We can move on.</p>	<p>Page 177</p> <p>1 O. IVEY</p> <p>2 Do you recall the last day you were</p> <p>3 physically present at the hotel?</p> <p>4 A. I don't remember which day it was.</p> <p>5 No, I don't remember which date.</p> <p>6 Q. Since March 20, 2020 how often has</p> <p>7 the hotel been in communication with you</p> <p>8 regarding your employment status and the</p> <p>9 hotel's operation?</p> <p>10 ATTORNEY BRUSTEIN: Objection.</p> <p>11 A. I don't remember how often. I know</p> <p>12 that in the beginning they used to have these</p> <p>13 meetings on teams or -- it would be remote</p> <p>14 meetings.</p> <p>15 ATTORNEY LUNDY: Let's look at</p> <p>16 exhibit 34.</p> <p>17 (Defendants' Exhibit 34, Staley</p> <p>18 v FSR 0054 was previously marked for</p> <p>19 identification.)</p> <p>20 Q. Ms. Ivey, I have shown you a</p> <p>21 document that's been previously marked exhibit</p> <p>22 34 bearing Bates number Staley v FSR 0054</p> <p>23 dated April 30, 2020.</p> <p>24 Do you recognize this document?</p> <p>25 A. Yes.</p>

<p>Page 178</p> <p>1 O. IVEY</p> <p>2 Q. Do you recall receiving this</p> <p>3 document?</p> <p>4 A. Yes.</p> <p>5 Q. Do you recall how you received this</p> <p>6 document?</p> <p>7 A. I am sure it was by email.</p> <p>8 Q. Do you recall what email this</p> <p>9 document would have been sent to you?</p> <p>10 A. My personal email.</p> <p>11 Q. And what's the basis of that</p> <p>12 belief?</p> <p>13 A. Because that's where I search for</p> <p>14 all of my documents that I handed over.</p> <p>15 Q. In the first paragraph, the letter</p> <p>16 reads: It is hard to believe that it's been</p> <p>17 more than a month since we made the difficult</p> <p>18 decision to temporarily suspend hotel</p> <p>19 operations and then, shortly thereafter,</p> <p>20 reopen to provide housing for the health care</p> <p>21 professionals working on the front lines.</p> <p>22 Do you recall reading this?</p> <p>23 A. Yes.</p> <p>24 Q. How did you feel about the hotel's</p> <p>25 decision to provide housing for health care</p>	<p>Page 179</p> <p>1 O. IVEY</p> <p>2 professionals working on the front lines?</p> <p>3 ATTORNEY BRUSTEIN: Objection.</p> <p>4 A. I thought that it was a very good</p> <p>5 thing to do.</p> <p>6 Q. Were you proud to be part of the</p> <p>7 Four Seasons team making that decision?</p> <p>8 ATTORNEY BRUSTEIN: Objection.</p> <p>9 ATTORNEY LUNDY: Withdrawn.</p> <p>10 Q. Were you proud?</p> <p>11 ATTORNEY BRUSTEIN: Objection.</p> <p>12 A. Of course.</p> <p>13 Q. In the fourth paragraph it read,</p> <p>14 second sentence: With the social distancing</p> <p>15 guidelines and the stay at home orders still</p> <p>16 in place, it is necessary to extend the</p> <p>17 suspension of regular hotel operations until</p> <p>18 June 15, 2020.</p> <p>19 Does this letter refresh your</p> <p>20 recollection about the need to extend stay at</p> <p>21 home orders beyond its initial execution?</p> <p>22 A. Yes.</p> <p>23 Q. And when you read "it is necessary</p> <p>24 to extend the suspension of regular hotel</p> <p>25 operations until June 15, 2020," were you</p>
<p>Page 180</p> <p>1 O. IVEY</p> <p>2 surprised?</p> <p>3 ATTORNEY BRUSTEIN: Objection.</p> <p>4 A. I wasn't surprised, because of what</p> <p>5 was happening at the time.</p> <p>6 Q. COVID-19 was unpredictable at that</p> <p>7 time, is that fair to say?</p> <p>8 ATTORNEY BRUSTEIN: Objection.</p> <p>9 A. I think at that time, as far as the</p> <p>10 impact it was having and the fact that that</p> <p>11 aspect of it was unpredictable, I think that</p> <p>12 the part of it that was unpredictable was, no</p> <p>13 one could tell how long it would last.</p> <p>14 However, you know, eventually we did figure</p> <p>15 out that it was coming to an end.</p> <p>16 Q. Who is "we"?</p> <p>17 A. I mean society on a whole. Because</p> <p>18 the numbers had started to fall, and they were</p> <p>19 being reported as falling. And then at that</p> <p>20 point hope -- hope returned. You know, I</p> <p>21 personally felt hopeful when the numbers</p> <p>22 started falling, and thinking that okay,</p> <p>23 things are going to now -- things are</p> <p>24 gradually coming back to normal.</p> <p>25 Q. Do you know when the numbers</p>	<p>Page 181</p> <p>1 O. IVEY</p> <p>2 started to fall in New York City?</p> <p>3 A. No, I don't remember the dates.</p> <p>4 Q. You don't remember the dates?</p> <p>5 A. No.</p> <p>6 Q. When you received this letter dated</p> <p>7 April 30, 2020 did you understand your layoff</p> <p>8 from the hotel was only temporary?</p> <p>9 ATTORNEY BRUSTEIN: Objection.</p> <p>10 A. In April of 2020? That is what I</p> <p>11 thought, yes.</p> <p>12 ATTORNEY BRUSTEIN: Can we take a</p> <p>13 break, please?</p> <p>14 ATTORNEY LUNDY: Sure.</p> <p>15 --</p> <p>16 (Recess from 2:43 to 2:40.)</p> <p>17 --</p> <p>18 BY ATTORNEY LUNDY:</p> <p>19 Q. Ms. Ivey, you previously testified</p> <p>20 that a period of time came when the curve</p> <p>21 flattened. Was that before or after the</p> <p>22 COVID-19 vaccination became available?</p> <p>23 ATTORNEY BRUSTEIN: Objection.</p> <p>24 A. I don't remember.</p> <p>25 Q. Let's return to exhibit 34, please.</p>

<p>Page 182</p> <p>1 O. IVEY</p> <p>2 You know what? Let's go to 35. Sorry.</p> <p>3 (Defendants' Exhibit 35, Staley</p> <p>4 v FSR 0086 to 87 was previously marked</p> <p>5 for identification.)</p> <p>6 Q. Ms. Ivey, I've shown you a document</p> <p>7 marked exhibit 35. It's Bates-numbered Staley</p> <p>8 v FSR 0086 through Staley v FSR 0087. Do you</p> <p>9 see this before?</p> <p>10 A. I don't know if I've seen it</p> <p>11 before. It looks like a newsletter, we would</p> <p>12 normally get. So I'm not sure if -- I'm not</p> <p>13 sure if I've seen it before.</p> <p>14 Q. You're not sure if you've seen this</p> <p>15 particular document before?</p> <p>16 A. This particular one, yes.</p> <p>17 Q. But you just testified that you</p> <p>18 received newsletters from the hotel before, is</p> <p>19 that correct?</p> <p>20 A. Yeah.</p> <p>21 Q. Something similar in format to what</p> <p>22 we're looking at in exhibit 35?</p> <p>23 A. Yeah. I'm sure I've received</p> <p>24 something like this. I don't know if this is</p> <p>25 the exact one, but ...</p>	<p>Page 183</p> <p>1 O. IVEY</p> <p>2 Q. Fair enough. How would you receive</p> <p>3 these newsletters?</p> <p>4 A. Email.</p> <p>5 Q. To what email address?</p> <p>6 A. Olivemivey@gmail.com.</p> <p>7 Q. Did the hotel ever send you emails</p> <p>8 to your Fourseasons.com account?</p> <p>9 A. When I'm at work, while I was</p> <p>10 employed, yes.</p> <p>11 Q. Do you recall ever checking your</p> <p>12 Fourseasons.com account following March 20 of</p> <p>13 2020?</p> <p>14 A. For the -- I had an iPhone that we</p> <p>15 got from the Four Seasons that connects us to</p> <p>16 every -- all the apps that we use. So for the</p> <p>17 time that I had access to that, I was able to</p> <p>18 check.</p> <p>19 Q. Are you aware that Four Seasons</p> <p>20 would send correspondence to both a Four</p> <p>21 Seasons domain email account and to personal</p> <p>22 email accounts to ensure delivery?</p> <p>23 ATTORNEY BRUSTEIN: Objection.</p> <p>24 A. Well, after I started getting</p> <p>25 emails on my personal account from Four</p>
<p>Page 184</p> <p>1 O. IVEY</p> <p>2 Seasons, I am assuming that that's where all</p> <p>3 my -- any correspondence they send out, that's</p> <p>4 where they would send it to. Because I was</p> <p>5 receiving emails on my personal email.</p> <p>6 Q. My question was are you aware that</p> <p>7 Four Seasons would send correspondence to two</p> <p>8 accounts, to a personal account and also to a</p> <p>9 business account with the domain</p> <p>10 "@Fourseasons.com"?</p> <p>11 ATTORNEY BRUSTEIN: Objection.</p> <p>12 A. I wasn't aware.</p> <p>13 Q. Turning to this particular document</p> <p>14 on the first page, it identifies May 15</p> <p>15 through 21 anniversaries. And then it lists</p> <p>16 individual's names. Can you identify any of</p> <p>17 those people listed in this document?</p> <p>18 A. Yes.</p> <p>19 Q. Can you identify some for me,</p> <p>20 please?</p> <p>21 A. Winnie Chan. She's a room</p> <p>22 attendant. Vicky Li, she's a room attendant.</p> <p>23 Allen Slade is a bell attendant. Chris</p> <p>24 Mylonas is bell. Pauline is housekeeping.</p> <p>25 Q. And reviewing this document</p>	<p>Page 185</p> <p>1 O. IVEY</p> <p>2 identifying anniversaries, is it your</p> <p>3 understanding that Winnie Chan was celebrating</p> <p>4 her 15 years of employment at Hotel 57</p> <p>5 Services on May 16 of 2020?</p> <p>6 ATTORNEY BRUSTEIN: Objection.</p> <p>7 A. That is what it -- yes.</p> <p>8 Q. Okay. We can move on.</p> <p>9 (Defendants' Exhibit 36, Staley</p> <p>10 v FSR 0055 was previously marked for</p> <p>11 identification.)</p> <p>12 Q. Ms. Ivey, you can put that aside.</p> <p>13 I am going to show you a document marked</p> <p>14 exhibit 36, please. Ms. Ivey, I've shown you</p> <p>15 a document previously marked exhibit 36</p> <p>16 bearing Bates number Staley v FSR 0055 dated</p> <p>17 May 22, 2020.</p> <p>18 Have you seen this before?</p> <p>19 A. Yes.</p> <p>20 Q. Do you recall when you have seen it</p> <p>21 before?</p> <p>22 A. I don't recall.</p> <p>23 Q. Do you recall how you received</p> <p>24 this?</p> <p>25 A. Email.</p>

<p>Page 186</p> <p>1 O. IVEY</p> <p>2 Q. Do you recall to what account?</p> <p>3 A. It would have been to</p> <p>4 olivemivey@gmail.com.</p> <p>5 Q. But you don't know if it was also</p> <p>6 sent to another account, too, is that right?</p> <p>7 A. No, because I didn't have access.</p> <p>8 Q. Did you check it?</p> <p>9 A. Well, I was not able to check it</p> <p>10 after I no longer had access to my cell</p> <p>11 phone -- to the company's phone.</p> <p>12 Q. It reads on the third paragraph:</p> <p>13 In addition to that extension, the social</p> <p>14 distancing guidelines and the stay at home</p> <p>15 order is still in place, therefore it is</p> <p>16 necessary to extend the suspension of regular</p> <p>17 hotel operations until July 15, 2020.</p> <p>18 Were you surprised that the hotel</p> <p>19 extended the suspension of its regular hotel</p> <p>20 operations through July 15, 2020 on May 22,</p> <p>21 2020?</p> <p>22 ATTORNEY BRUSTEIN: Objection.</p> <p>23 A. I don't know what I felt at the</p> <p>24 time. I really don't know what I -- I don't</p> <p>25 remember what I felt at the time. I -- I</p>	<p>Page 187</p> <p>1 O. IVEY</p> <p>2 cannot tell what was happening. I do know</p> <p>3 that if an extension came during the time of</p> <p>4 the pandemic, that it was, I'm sure it wasn't</p> <p>5 a surprise for me. Because I could see what</p> <p>6 was happening. Right? We hear it every day</p> <p>7 on the news. So if things are not -- are not</p> <p>8 changing in the right direction, and it</p> <p>9 extended, then it would be no surprise to me.</p> <p>10 Q. What do you mean by during the time</p> <p>11 of the pandemic?</p> <p>12 A. I mean during the times when the</p> <p>13 numbers were high, the infection rate, the</p> <p>14 death rate was being reported as being high,</p> <p>15 and the city still had orders in place. If</p> <p>16 things came at that time, it wouldn't be a</p> <p>17 surprise for me.</p> <p>18 Q. And was that before or after the</p> <p>19 COVID-19 vaccine became available?</p> <p>20 A. I don't remember.</p> <p>21 Q. When you received the May 22, 2020</p> <p>22 letter did you understand your layoff from</p> <p>23 Hotel 57 Services was only temporary at that</p> <p>24 time?</p> <p>25 ATTORNEY BRUSTEIN: Objection.</p>
<p>Page 188</p> <p>1 O. IVEY</p> <p>2 A. At this time I was still thinking</p> <p>3 that it was temporary.</p> <p>4 (Defendants' Exhibit 37, Staley</p> <p>5 v FSR 0056 was previously marked for</p> <p>6 identification.)</p> <p>7 Q. You can put that aside. We are</p> <p>8 going to look at exhibit 37, please.</p> <p>9 Ms. Ivey, we're looking at a</p> <p>10 document previously marked exhibit 37 bearing</p> <p>11 Bates number Staley v FSR 0056 dated June 22,</p> <p>12 2020.</p> <p>13 Have you seen this document before?</p> <p>14 (The witness reviews document.)</p> <p>15 A. I think I have seen this document</p> <p>16 before.</p> <p>17 Q. Do you recall when you saw this</p> <p>18 document before?</p> <p>19 A. I don't remember dates, but the</p> <p>20 document looks familiar.</p> <p>21 Q. I am going to refer you to the</p> <p>22 third paragraph. The first sentence reads:</p> <p>23 "Upon departure of the health care</p> <p>24 professionals, we will temporarily be</p> <p>25 suspending most of our hotel operations."</p>	<p>Page 189</p> <p>1 O. IVEY</p> <p>2 In June 22, 2020 did you understand</p> <p>3 that the hotel was suspending its operations</p> <p>4 for temporary housing for first responders?</p> <p>5 ATTORNEY BRUSTEIN: Objection.</p> <p>6 A. In June? What was the date?</p> <p>7 Q. Let me re-ask the question. Do you</p> <p>8 understand that the hotel ceased its temporary</p> <p>9 housing of first responders in June of 2020?</p> <p>10 ATTORNEY BRUSTEIN: Objection.</p> <p>11 A. Well, based on the letter that we</p> <p>12 got, the letter did say that they were doing</p> <p>13 that. So ...</p> <p>14 Q. Did you learn about the decision to</p> <p>15 cease providing temporary housing to first</p> <p>16 responders by letter correspondence or by</p> <p>17 other means from the hotel?</p> <p>18 A. I think it was by letter. I mean</p> <p>19 email letter.</p> <p>20 Q. The letter says: We will</p> <p>21 temporarily be suspending most of our hotel</p> <p>22 operations.</p> <p>23 Do you understand what the term</p> <p>24 "most of our hotel operations" means?</p> <p>25 A. That they were -- I'm not -- I'm</p>

<p style="text-align: right;">Page 190</p> <p>1 O. IVEY</p> <p>2 not sure I understood what they were saying</p> <p>3 here. Because most of the hotel operations,</p> <p>4 wouldn't that mean that they were still -- I</p> <p>5 mean for me, hotel operations is accepting</p> <p>6 guests. Right? When they say they're</p> <p>7 suspending most of it, I'm not sure what that</p> <p>8 meant. I mean, is it -- I'm taking it to mean</p> <p>9 that they would still be maintaining the</p> <p>10 building, like the security of the building,</p> <p>11 or whatever. But it sure didn't mean that</p> <p>12 they were taking guests.</p> <p>13 Q. The letter goes on to say: "During</p> <p>14 this time, the hotel will continue to operate</p> <p>15 with a reduced staffing to maintain the</p> <p>16 building's safety and security."</p> <p>17 Do you know who was in reduced</p> <p>18 staffing at the hotel in June of 2020?</p> <p>19 ATTORNEY BRUSTEIN: Objection.</p> <p>20 A. I wouldn't know. I wouldn't know</p> <p>21 that information, no. Unless I was there.</p> <p>22 And I wasn't.</p> <p>23 Q. But it's fair to say that in June</p> <p>24 of 2020 the hotel maintained employees at the</p> <p>25 hotel, albeit on a reduced staffing level?</p>	<p style="text-align: right;">Page 191</p> <p>1 O. IVEY</p> <p>2 A. Well, that's what that says.</p> <p>3 Q. Okay.</p> <p>4 (Defendants' Exhibit 68, Internal</p> <p>5 Memo dated June 25, 2020 to Olive</p> <p>6 Rodriguez was marked for</p> <p>7 identification).</p> <p>8 Q. Ms. Ivey, I have shown you a</p> <p>9 document marked exhibit 68 titled Internal</p> <p>10 Memo dated June 25, 2020 to Olive Rodriguez.</p> <p>11 And the subject line is Benefits Coverage</p> <p>12 During Furlough.</p> <p>13 Do you recognize this document?</p> <p>14 A. Yes.</p> <p>15 Q. Do you recall receiving this</p> <p>16 document?</p> <p>17 A. Yes.</p> <p>18 Q. Do you recall electing continuation</p> <p>19 of any benefit coverage from the hotel at that</p> <p>20 time?</p> <p>21 A. I did not elect to continue</p> <p>22 coverage because I couldn't afford it.</p> <p>23 Q. Do you know whether any employees</p> <p>24 at the hotel elected to continue benefit</p> <p>25 coverage during that time?</p>
<p style="text-align: right;">Page 192</p> <p>1 O. IVEY</p> <p>2 ATTORNEY BRUSTEIN: Objection.</p> <p>3 A. No, I wouldn't know that.</p> <p>4 Q. You wouldn't know that? I couldn't</p> <p>5 hear you. I'm sorry.</p> <p>6 A. I wouldn't know that.</p> <p>7 Q. You can put that aside.</p> <p>8 (Defendants' Exhibit 69, letter</p> <p>9 dated August 5, 2020 was marked for</p> <p>10 identification).</p> <p>11 Q. Ms. Ivey, I'm showing you a</p> <p>12 document marked exhibit 69, a letter dated</p> <p>13 August 5, 2020. Have you seen this document</p> <p>14 before?</p> <p>15 A. I don't remember. I don't remember</p> <p>16 seeing this document. I don't know.</p> <p>17 (The witness reviews document.)</p> <p>18 A. I don't remember seeing this</p> <p>19 document.</p> <p>20 Q. Are you aware that other -- sorry,</p> <p>21 I didn't mean to cut you off, if you were</p> <p>22 still responding.</p> <p>23 A. "On temporary layoff."</p> <p>24 I don't remember. I might have. I</p> <p>25 don't remember.</p>	<p style="text-align: right;">Page 193</p> <p>1 O. IVEY</p> <p>2 Q. Are you aware that other employees</p> <p>3 also received this same letter on August 5 of</p> <p>4 2020?</p> <p>5 ATTORNEY BRUSTEIN: Objection.</p> <p>6 A. I am not privy to knowledge of what</p> <p>7 other people received.</p> <p>8 Q. The letter provides that your</p> <p>9 temporary layoff which began on March 14, 2020</p> <p>10 is continued for an undetermined number of</p> <p>11 months.</p> <p>12 Do you believe that you were</p> <p>13 temporarily laid off on March 14, 2020?</p> <p>14 ATTORNEY BRUSTEIN: Objection.</p> <p>15 A. There was a point when I thought</p> <p>16 that I was temporarily laid off. However,</p> <p>17 after a while I started to believe that it was</p> <p>18 permanent. Because think of it. If -- if you</p> <p>19 had -- you have a husband or a wife, and that</p> <p>20 person left home to go to work and you are</p> <p>21 hearing from them while they're away at work,</p> <p>22 they're calling, checking in, keeping in</p> <p>23 touch, telling you how things are going, and</p> <p>24 then you stop hearing from your wife or your</p> <p>25 husband, and there's dead silence, would you</p>

<p>Page 194</p> <p>1 O. IVEY</p> <p>2 think that you're still married?</p> <p>3 Q. Ms. Ivey, you've testified to many</p> <p>4 questions today about when you believed you</p> <p>5 were terminated from your employment. This</p> <p>6 letter from August 5, 2020 identifies that the</p> <p>7 layoffs included approximately 464 employees,</p> <p>8 including yourself, and are still expected to</p> <p>9 be temporary.</p> <p>10 Do you know who those 464 employees</p> <p>11 this letter is referring to is?</p> <p>12 ATTORNEY BRUSTEIN: Objection.</p> <p>13 A. I don't know.</p> <p>14 Q. Okay.</p> <p>15 A. But I think the Four Seasons would</p> <p>16 know.</p> <p>17 Q. I am asking you --</p> <p>18 A. The Four Seasons midtown would</p> <p>19 know, and you would know because you would</p> <p>20 have those records available. They would have</p> <p>21 those records available. So I wouldn't ...</p> <p>22 Q. Ms. Ivey, I am asking you as the</p> <p>23 class representative if you know who those</p> <p>24 individuals are?</p> <p>25 A. No, I wouldn't have that record.</p>	<p>Page 195</p> <p>1 O. IVEY</p> <p>2 Q. Okay. Ms. Ivey, is it fair to say</p> <p>3 that one of your claims in this lawsuit</p> <p>4 pertains to an alleged violation of the</p> <p>5 federal WARN Act?</p> <p>6 A. Yes.</p> <p>7 Q. Is it also fair to say that one of</p> <p>8 your claims in this lawsuit pertains to an</p> <p>9 alleged violation of the New York State WARN</p> <p>10 Act?</p> <p>11 A. That is correct, yes.</p> <p>12 Q. How do you believe that the</p> <p>13 defendants violated the federal and state WARN</p> <p>14 Acts?</p> <p>15 A. I believe that we were sent home</p> <p>16 temporarily, and at some point they, Four</p> <p>17 Seasons midtown realized that it was going to</p> <p>18 be permanent. They did not warn us within the</p> <p>19 time as allowed under the law to let us know</p> <p>20 that, number one, we were going to be out, we</p> <p>21 were going to be terminated. And that is</p> <p>22 something that they should have informed us or</p> <p>23 warned us about.</p> <p>24 Q. Anything else?</p> <p>25 A. That's basically it.</p>
<p>Page 196</p> <p>1 O. IVEY</p> <p>2 Q. As you sit here today, is it your</p> <p>3 testimony that you believe that the hotel did</p> <p>4 not advise you about your employment status at</p> <p>5 the hotel from March 2020 to the present?</p> <p>6 ATTORNEY BRUSTEIN: Objection.</p> <p>7 A. They did inform us from about March</p> <p>8 2020, when we were going home, that the amount</p> <p>9 of time we were going to be home. Then it was</p> <p>10 extended and it was extended and then after</p> <p>11 that I believe that I was terminated without</p> <p>12 any form of notice.</p> <p>13 Q. And on August 5 of 2020 were you</p> <p>14 advised that your temporary layoff occurred on</p> <p>15 March 14, 2020 and was expected to be</p> <p>16 temporary?</p> <p>17 ATTORNEY BRUSTEIN: Objection.</p> <p>18 A. I don't know what date I was</p> <p>19 informed, because of course I don't remember.</p> <p>20 However, according to the letter it stated</p> <p>21 that it was supposed to be temporary.</p> <p>22 However, that temporary situation has now</p> <p>23 morphed into a permanent situation. Because I</p> <p>24 cannot be temporarily laid off for three</p> <p>25 years.</p>	<p>Page 197</p> <p>1 O. IVEY</p> <p>2 Q. Is it fair to say that the hotel</p> <p>3 did notify you that you were temporarily laid</p> <p>4 off?</p> <p>5 ATTORNEY BRUSTEIN: Objection.</p> <p>6 A. It is fair to say they did inform</p> <p>7 me I was temporarily laid off initially, yes.</p> <p>8 But what is temporary?</p> <p>9 Q. From August 2020 to the present,</p> <p>10 how frequently would you describe Hotel 57</p> <p>11 Services communicating with its employees by</p> <p>12 letters, newsletters or otherwise?</p> <p>13 ATTORNEY BRUSTEIN: Objection.</p> <p>14 A. From what date?</p> <p>15 Q. August of 2020.</p> <p>16 A. I don't remember, to be honest. I</p> <p>17 don't remember. I know that there have been</p> <p>18 some town hall meetings and letters like the</p> <p>19 ones that we have here. But I cannot tell you</p> <p>20 how often those happened.</p> <p>21 Q. Could you describe it as</p> <p>22 frequently, infrequently, or something else?</p> <p>23 A. I don't -- I would have to say in</p> <p>24 the beginning we were being informed as things</p> <p>25 developed. If there were changes, they were</p>

<p>Page 198</p> <p>1 O. IVEY</p> <p>2 telling us what was going on, and they were</p> <p>3 keeping us abreast of any new development that</p> <p>4 was happening. But then after a while</p> <p>5 everything just went dark. We weren't -- we</p> <p>6 just stopped hearing from them. We didn't</p> <p>7 know what -- and I am assuming it's because</p> <p>8 they themselves didn't have any information to</p> <p>9 give to us. So how do you have a meeting</p> <p>10 without information. New information, that</p> <p>11 is.</p> <p>12 So everything just went dark. But</p> <p>13 I --</p> <p>14 Q. When did that occur?</p> <p>15 ATTORNEY BRUSTEIN: Objection.</p> <p>16 A. I don't remember what date. We</p> <p>17 haven't -- I haven't heard. I mean we haven't</p> <p>18 had meetings in a very long time.</p> <p>19 Q. Do you know whether any individuals</p> <p>20 who were employed by Hotel 57 Services LLC</p> <p>21 resigned their employment after March 2020?</p> <p>22 A. I don't know.</p> <p>23 Q. Is it fair to say that one of your</p> <p>24 claims in this lawsuit relates to whether you</p> <p>25 are entitled to no-fault separation pay under</p>	<p>Page 199</p> <p>1 O. IVEY</p> <p>2 the EmPact agreement?</p> <p>3 A. Yes.</p> <p>4 Q. Do you know whether any individuals</p> <p>5 who were employed by Hotel 57 Services, LLC</p> <p>6 were transferred to other properties of the</p> <p>7 Four Seasons after March 2020?</p> <p>8 ATTORNEY BRUSTEIN: Objection.</p> <p>9 A. I don't know. Actually yes. I</p> <p>10 know of one person that was transferred.</p> <p>11 Q. Do you recall their name?</p> <p>12 A. Eugenia. E-u-g-e-n-i-a.</p> <p>13 Q. And do you believe that Eugenia</p> <p>14 would be entitled to the no-fault separation</p> <p>15 pay from Hotel 57 Services after she was</p> <p>16 transferred to another property of Four</p> <p>17 Seasons?</p> <p>18 ATTORNEY BRUSTEIN: Objection.</p> <p>19 A. Well, I don't know because I don't</p> <p>20 know if she was working also during the time</p> <p>21 that others were laid off. I don't know if</p> <p>22 she -- I don't know what kind of</p> <p>23 correspondence or what kind of contact or even</p> <p>24 if she was working during the pandemic. I</p> <p>25 don't know these things. So I could not</p>
<p>Page 200</p> <p>1 O. IVEY</p> <p>2 answer that question.</p> <p>3 (Defendants' Exhibit 70, letter</p> <p>4 dated July 10, 2020 was marked for</p> <p>5 identification).</p> <p>6 Q. Ms. Ivey, I'm showing you a</p> <p>7 document that has been marked exhibit 70.</p> <p>8 It's a letter dated July 10, 2020. Have you</p> <p>9 seen this document before?</p> <p>10 (The witness reviews document.)</p> <p>11 A. I don't remember -- I don't -- I</p> <p>12 don't know if I've seen this document before.</p> <p>13 I -- I don't recall.</p> <p>14 Q. In the first paragraph it reads:</p> <p>15 As of July 11, 2020 we will only allow</p> <p>16 employees who are working at the hotel to be</p> <p>17 on property.</p> <p>18 Does this letter refresh your</p> <p>19 recollection that there were employees working</p> <p>20 at the property in July of 2020?</p> <p>21 ATTORNEY BRUSTEIN: Objection.</p> <p>22 A. Well, the letter states that there</p> <p>23 were people there. As far as me knowing that</p> <p>24 there were people there, I don't know. The</p> <p>25 letter is saying that there were people there.</p>	<p>Page 201</p> <p>1 O. IVEY</p> <p>2 So I'm assuming that they're -- that they're</p> <p>3 right.</p> <p>4 Q. When you say people, do you mean</p> <p>5 employees?</p> <p>6 A. Yeah. Employees there. How many</p> <p>7 were there, I wouldn't know that. The fact</p> <p>8 that there were people there does not mean</p> <p>9 that there were others who were not there.</p> <p>10 Right? And the ones who were not there and</p> <p>11 were not notified adequately of what was</p> <p>12 happening, they were not there. So, you know,</p> <p>13 those people should have been notified about</p> <p>14 what was happening in the long-term.</p> <p>15 Q. I'm sorry. Ms. Ivey, I don't</p> <p>16 understand your response.</p> <p>17 A. What I'm saying --</p> <p>18 Q. Hang on. Let me just ask a</p> <p>19 question.</p> <p>20 My question was whether or not this</p> <p>21 letter refreshed your recollection that there</p> <p>22 were employees working at the hotel on the</p> <p>23 property in July 2020?</p> <p>24 ATTORNEY BRUSTEIN: Objection. She</p> <p>25 never said she didn't remember. She</p>

<p>Page 202</p> <p>1 O. IVEY</p> <p>2 said she didn't know.</p> <p>3 A. Yeah, and I said to you I don't</p> <p>4 know. I don't know if there were --</p> <p>5 ATTORNEY BRUSTEIN: There's no</p> <p>6 coaching.</p> <p>7 A. I did say that. I said the letter</p> <p>8 indicates that there were people there.</p> <p>9 Right? As far as I personally knowing that, I</p> <p>10 don't. Because I wasn't there.</p> <p>11 Q. But you previously testified that</p> <p>12 if the hotel was in operation for temporary</p> <p>13 housing of first responders there would be</p> <p>14 employees there, did you not?</p> <p>15 A. Yes, of course.</p> <p>16 Q. Okay. And do you know how many</p> <p>17 employees would have been there?</p> <p>18 A. No.</p> <p>19 Q. Do you know their names?</p> <p>20 A. I wouldn't know who was there.</p> <p>21 Because I wasn't there.</p> <p>22 Q. As a class representative, do you</p> <p>23 believe it's your responsibility to know who</p> <p>24 was working at the hotel in July of 2020?</p> <p>25 ATTORNEY BRUSTEIN: Objection.</p>	<p>Page 203</p> <p>1 O. IVEY</p> <p>2 A. I don't think that I have to know</p> <p>3 who was working at the hotel during the time</p> <p>4 that the nurses were there. Because if that</p> <p>5 information is needed by my attorneys, I think</p> <p>6 that they would be able to get that</p> <p>7 information from the Four Seasons.</p> <p>8 Q. So as you sit here today it's your</p> <p>9 understanding as a class representative, you</p> <p>10 don't need to know who specifically was</p> <p>11 working at the property in July of 2020 to</p> <p>12 represent their interests?</p> <p>13 ATTORNEY BRUSTEIN: Objection.</p> <p>14 A. I am saying I do not personally</p> <p>15 have to know that, because this is information</p> <p>16 that my legal representatives will be able to</p> <p>17 acquire should they need it.</p> <p>18 Q. So the answer is no?</p> <p>19 ATTORNEY BRUSTEIN: Objection.</p> <p>20 A. The answer is what I just said.</p> <p>21 Q. Which is no?</p> <p>22 ATTORNEY BRUSTEIN: Objection.</p> <p>23 A. I do not have to know specifically</p> <p>24 who was working.</p> <p>25 Q. Let's turn to exhibit 41.</p>
<p>Page 204</p> <p>1 O. IVEY</p> <p>2 (Defendants' Exhibit 41, Staley</p> <p>3 v FSR 0057 was previously marked for</p> <p>4 identification.)</p> <p>5 Q. Ms. Ivey I've shown you a document</p> <p>6 marked exhibit 41. It's a letter dated August</p> <p>7 11, 2020 and it's Bates-numbered Staley v FSR</p> <p>8 0057.</p> <p>9 Do you recall receiving this?</p> <p>10 (The witness reviews document.)</p> <p>11 A. I don't -- I don't remember if I</p> <p>12 received it. I don't.</p> <p>13 Q. In the second sentence it says: As</p> <p>14 you are aware, the coronavirus is still active</p> <p>15 worldwide and specifically in New York City.</p> <p>16 Does this refresh your recollection</p> <p>17 about the coronavirus being active worldwide</p> <p>18 and specifically in New York at that time?</p> <p>19 ATTORNEY BRUSTEIN: Objection.</p> <p>20 A. Well, this doesn't really spur my</p> <p>21 memory. However, I think that at this time,</p> <p>22 yes, the coronavirus was going on, was still</p> <p>23 very, very active.</p> <p>24 Q. Thank you.</p> <p>25 (Defendants' Exhibit 42, Staley</p>	<p>Page 205</p> <p>1 O. IVEY</p> <p>2 v FSR 0088 to 89 was previously marked</p> <p>3 for identification.)</p> <p>4 Q. I am going to show you a document</p> <p>5 marked exhibit 42.</p> <p>6 Ms. Ivey, I've shown you a document</p> <p>7 marked exhibit 42 Bates-numbered Staley v FSR</p> <p>8 0088 through Staley v FSR 0089. Have you seen</p> <p>9 this document before?</p> <p>10 A. I don't remember seeing this</p> <p>11 document.</p> <p>12 Q. The title of the document is</p> <p>13 Questions Follow-Up From All Employee Town</p> <p>14 Hall Call.</p> <p>15 A. Mm-hmm.</p> <p>16 Q. Do you recall participating in an</p> <p>17 employee town hall call in August 28 --</p> <p>18 withdrawn.</p> <p>19 Do you recall participating in an</p> <p>20 all employee town hall call in August of 2020?</p> <p>21 A. I have participated in town hall</p> <p>22 calls. I don't know -- I don't recall what</p> <p>23 dates.</p> <p>24 Q. Do you recall approximately how</p> <p>25 many town hall calls you participated in?</p>

<p>Page 206</p> <p>1 O. IVEY</p> <p>2 A. No. I know it's more than one,</p> <p>3 more than two. But I don't -- I don't recall.</p> <p>4 Q. More than ten?</p> <p>5 A. I wasn't keeping count, so I don't</p> <p>6 know.</p> <p>7 Q. That's okay. One of the questions</p> <p>8 and answers in this document reads: During</p> <p>9 the temporary closure may I visit the hotel?</p> <p>10 And it says yes.</p> <p>11 Do you recall ever inquiring about</p> <p>12 visiting the hotel during its temporary</p> <p>13 closure?</p> <p>14 A. Yes.</p> <p>15 Q. And did you visit the hotel during</p> <p>16 its temporary closure?</p> <p>17 A. Yes. I went to get my -- I have</p> <p>18 clothes there, my personal clothes that I</p> <p>19 store in a locker, and I did go there to</p> <p>20 retrieve them.</p> <p>21 (Defendants' Exhibit 43, Staley v</p> <p>22 FSR 0221 was previously marked for</p> <p>23 identification.)</p> <p>24 Q. I am showing you a document</p> <p>25 previously marked exhibit 43. It's</p>	<p>Page 207</p> <p>1 O. IVEY</p> <p>2 Bates-numbered Staley v FSR 0221 and it's</p> <p>3 dated September 17, 2020.</p> <p>4 Do you recall receiving this</p> <p>5 letter?</p> <p>6 A. I don't remember.</p> <p>7 Q. In the second paragraph it reads:</p> <p>8 With the coronavirus still active worldwide</p> <p>9 the travel and hospitality industry continues</p> <p>10 to struggle with the way we do business.</p> <p>11 Do you believe that in September</p> <p>12 2020 the travel and hospitality industry</p> <p>13 continued to struggle with the way they do</p> <p>14 business?</p> <p>15 ATTORNEY BRUSTEIN: Objection.</p> <p>16 A. Yes.</p> <p>17 ATTORNEY LUNDY: I only have a few</p> <p>18 more of these letters to go through, if</p> <p>19 you want to do that quickly.</p> <p>20 ATTORNEY BRUSTEIN: You can push</p> <p>21 through. I just don't know in terms of,</p> <p>22 you know, natural breaks.</p> <p>23 ATTORNEY LUNDY: Yes. Let's try to</p> <p>24 chug through.</p> <p>25 (Defendants' Exhibit 44, FSR 0058</p>
<p>Page 208</p> <p>1 O. IVEY</p> <p>2 was previously marked for</p> <p>3 identification.)</p> <p>4 Q. Ms. Ivey I'm showing you a document</p> <p>5 previously marked exhibit 44. It's Bates</p> <p>6 number Staley v FSR 0058 dated October 5,</p> <p>7 2020. Do you recall receiving this letter?</p> <p>8 (The witness reviews document.)</p> <p>9 A. I don't remember if I received this</p> <p>10 letter.</p> <p>11 Q. That's okay. We can move on.</p> <p>12 (Defendants' Exhibit 45, Staley</p> <p>13 v FSR 0001 was previously marked for</p> <p>14 identification.)</p> <p>15 Q. Ms. Ivey, I am showing you a</p> <p>16 document previously marked exhibit 45 bearing</p> <p>17 Bates numbers Staley v FSR 0001. Have you</p> <p>18 seen this document before?</p> <p>19 (The witness reviews document.)</p> <p>20 A. I don't remember.</p> <p>21 Q. It was from Elizabeth Ortiz sent on</p> <p>22 November 19, 2020 to NYF All Staff DST.</p> <p>23 Do you know what that email list</p> <p>24 includes; who would be on it?</p> <p>25 A. I know that all staff is usually</p>	<p>Page 209</p> <p>1 O. IVEY</p> <p>2 all staff.</p> <p>3 Q. And as all staff would you have</p> <p>4 received this email?</p> <p>5 ATTORNEY BRUSTEIN: Objection.</p> <p>6 A. Well, I should receive this email.</p> <p>7 However, there have been -- there have been</p> <p>8 instances where I think that I haven't</p> <p>9 received an email or two. I mean I never</p> <p>10 really take it as a big deal. I don't know</p> <p>11 why, like even while I was working, some folks</p> <p>12 would receive the email and I would be, like,</p> <p>13 I don't receive it. Or another person -- I</p> <p>14 would receive an email and someone says they</p> <p>15 didn't receive it. I don't know if it's an</p> <p>16 oversight or... I don't know. But ...</p> <p>17 Q. With respect to exhibit 45, you</p> <p>18 don't recall one way or another whether or not</p> <p>19 you received it?</p> <p>20 A. I don't remember.</p> <p>21 Q. Okay. Fair enough.</p> <p>22 (Defendants' Exhibit 46, Staley</p> <p>23 v FSR 0059 was previously marked for</p> <p>24 identification.)</p> <p>25 Q. Ms. Ivey, I'm showing you a</p>

<p>Page 210</p> <p>1 O. IVEY</p> <p>2 document previously marked exhibit 46 bearing</p> <p>3 Bates number Staley v FSR 0059 dated December</p> <p>4 3, 2020.</p> <p>5 Do you recall receiving this</p> <p>6 letter?</p> <p>7 (The witness reviews document.)</p> <p>8 A. I don't remember one way or the</p> <p>9 other if I received this letter.</p> <p>10 Q. The letter provides in the third</p> <p>11 paragraph, the second sentence: Most major</p> <p>12 attractions remain closed while restaurants</p> <p>13 suffer from several eliminations.</p> <p>14 Do you recall whether Broadway was</p> <p>15 closed in December of 2020?</p> <p>16 ATTORNEY BRUSTEIN: Objection.</p> <p>17 A. I think -- yeah. I think that at</p> <p>18 that time, yes, Broadway was -- I think</p> <p>19 Broadway was closed, as was most places.</p> <p>20 Q. Do you recall when Broadway</p> <p>21 reopened?</p> <p>22 A. I don't remember when it was</p> <p>23 reopened.</p> <p>24 Q. The email continues in the fourth</p> <p>25 paragraph: As such, we wanted to let you know</p>	<p>Page 211</p> <p>1 O. IVEY</p> <p>2 that given the current situation and difficult</p> <p>3 market conditions that persist, the hotel will</p> <p>4 remain temporarily closed with an anticipated</p> <p>5 reopening date of late April 2021.</p> <p>6 Do you recall the hotel's reopening</p> <p>7 date being moved to April 2021?</p> <p>8 ATTORNEY BRUSTEIN: Objection.</p> <p>9 A. I don't remember when it was moved</p> <p>10 to. I do know that we had several revisions,</p> <p>11 time revisions throughout the pandemic, which,</p> <p>12 you know, was expected based on what was</p> <p>13 happening with the pandemic in New York. So</p> <p>14 as far as when they were extending and the</p> <p>15 dates they were extended, I don't remember</p> <p>16 that.</p> <p>17 Q. Thank you.</p> <p>18 ATTORNEY LUNDY: Why don't we take</p> <p>19 a break here.</p> <p>20 ATTORNEY BRUSTEIN: Okay.</p> <p>21 --</p> <p>22 (Recess from 3:29 to 3:46.)</p> <p>23 ---</p> <p>24 BY ATTORNEY LUNDY:</p> <p>25 Q. Ms. Ivey, we previously discussed</p>
<p>Page 212</p> <p>1 O. IVEY</p> <p>2 the town hall that occurred on June 25, 2021.</p> <p>3 Do you recall that discussion before?</p> <p>4 A. Yes.</p> <p>5 Q. During that town hall, do you</p> <p>6 recall who was speaking?</p> <p>7 A. There were so many people speaking.</p> <p>8 I can't -- I can't recall.</p> <p>9 Q. Did anyone from Hotel 57 Services,</p> <p>10 LLC say during that town hall that your</p> <p>11 employment was terminated?</p> <p>12 ATTORNEY BRUSTEIN: Objection.</p> <p>13 A. No one said that in so many words.</p> <p>14 Q. Did you receive a notice of</p> <p>15 termination of employment after the June 25,</p> <p>16 2021 town hall?</p> <p>17 A. I did not receive a letter of</p> <p>18 termination from that meeting. However,</p> <p>19 during the meeting so many questions were</p> <p>20 asked, and one of the questions that was asked</p> <p>21 was, you know, when we would be returning, and</p> <p>22 we were informed of all of the projects that</p> <p>23 were under way. And the director of</p> <p>24 engineering was speaking on some of the</p> <p>25 projects. And one of the projects that he</p>	<p>Page 213</p> <p>1 O. IVEY</p> <p>2 mentioned, he said there were -- I remember</p> <p>3 him saying there was more than one project</p> <p>4 that needed to take place. But when</p> <p>5 questioned on the timeline I think he said</p> <p>6 that there was, that the Fire Department</p> <p>7 project would take at least a year and a half.</p> <p>8 It usually takes -- I know there was a year</p> <p>9 and a half that was thrown out there.</p> <p>10 And with all the projects that were</p> <p>11 mentioned during that meeting, and if one is</p> <p>12 taking a year and a half, just -- it just</p> <p>13 seemed to me as if -- it appeared, based on</p> <p>14 the responses that there was no definite end</p> <p>15 in sight. And at that point I left that</p> <p>16 meeting feeling that we were not going to</p> <p>17 return to work.</p> <p>18 Q. Are you aware under New York law,</p> <p>19 termination of employment requires five days</p> <p>20 written notice of that termination?</p> <p>21 ATTORNEY BRUSTEIN: Objection.</p> <p>22 A. Under New York law termination</p> <p>23 requires notice, or five days notice, as you</p> <p>24 said. However, I am left wondering why is it</p> <p>25 that I was terminated and not given notice.</p>

<p>Page 214</p> <p>1 O. IVEY</p> <p>2 Q. That wasn't my question. I was</p> <p>3 just asking whether or not you were aware of a</p> <p>4 requirement to provide five days written</p> <p>5 notice following a termination of employment?</p> <p>6 ATTORNEY BRUSTEIN: Objection.</p> <p>7 A. I don't know the law per se.</p> <p>8 Anything that I know is either what I</p> <p>9 researched for myself or what my attorneys.</p> <p>10 Q. Did you ever receive a letter of</p> <p>11 notice of termination of employment from Hotel</p> <p>12 57 Services?</p> <p>13 A. I did not receive a letter of</p> <p>14 termination, except I did tell you that I was</p> <p>15 informed by Principal that I should remove my</p> <p>16 money, or I have the option to remove my</p> <p>17 money, because I was terminated.</p> <p>18 Also, if you would notice on the</p> <p>19 exhibit that you showed me of my pay stub,</p> <p>20 right? If I am still employed by Four Seasons</p> <p>21 why is it then that no money was contributed.</p> <p>22 On those times that I worked on task force, no</p> <p>23 money was taken from, I mean from my vacation,</p> <p>24 no money was taken. They paid me vacation but</p> <p>25 no contribution was made to my 401(k). And</p>	<p>Page 215</p> <p>1 O. IVEY</p> <p>2 that made -- there were so many -- there was</p> <p>3 more than one reason why I know I was</p> <p>4 terminated. And that leaves me to ask the</p> <p>5 question, why is it that no one from Four</p> <p>6 Seasons midtown informed me that I was</p> <p>7 terminated. Why did I have to find out from</p> <p>8 someone else.</p> <p>9 Q. Is Principal a separate entity from</p> <p>10 Hotel 57 Services LLC?</p> <p>11 ATTORNEY BRUSTEIN: Objection.</p> <p>12 A. They are a separate entity.</p> <p>13 However, they do communicate with each other.</p> <p>14 Q. This is a yes or no question. Did</p> <p>15 you --</p> <p>16 ATTORNEY BRUSTEIN: Objection.</p> <p>17 Q. -- receive a written notice of</p> <p>18 termination of employment from Hotel 57</p> <p>19 Services?</p> <p>20 ATTORNEY BRUSTEIN: Objection.</p> <p>21 A. I did not receive a letter of</p> <p>22 termination. However, Principal told me they</p> <p>23 received one.</p> <p>24 Q. Ms. Ivey, when I'm asking a</p> <p>25 question, I would ask you to listen to it and</p>
<p>Page 216</p> <p>1 O. IVEY</p> <p>2 answer the question that's before you.</p> <p>3 Narratives that are not responsive to a</p> <p>4 question is just going to keep us here a lot</p> <p>5 longer.</p> <p>6 A. Okay.</p> <p>7 Q. You previously testified that</p> <p>8 Principal is a separate entity from Hotel 57</p> <p>9 Services LLC, is that correct?</p> <p>10 A. Yes, that's correct.</p> <p>11 Q. Do you have any supervisors at</p> <p>12 Principal?</p> <p>13 ATTORNEY BRUSTEIN: Objection.</p> <p>14 A. I do not have supervisors at</p> <p>15 Principal. But I do have people from people</p> <p>16 and culture, just the same way they inform</p> <p>17 Principal that when I am employed, that okay,</p> <p>18 we have a new employee, this is going to</p> <p>19 happen. When they terminate people that's how</p> <p>20 they also send them notice to Principal saying</p> <p>21 who was terminated. And I think that's how</p> <p>22 Principal was able to tell me that I need to</p> <p>23 move my money and I can no longer contribute</p> <p>24 to my retirement plan.</p> <p>25 Q. Ms. Ivey, is it your testimony that</p>	<p>Page 217</p> <p>1 O. IVEY</p> <p>2 Principal has the authority to terminate your</p> <p>3 employment from Hotel 57 Services LLC?</p> <p>4 ATTORNEY BRUSTEIN: Objection.</p> <p>5 A. They don't.</p> <p>6 (Defendants' Exhibit 50, Staley</p> <p>7 v FSR 0061 was previously marked for</p> <p>8 identification.)</p> <p>9 Q. I would like to show you exhibit</p> <p>10 50, please. Ms. Ivey, I'm showing you a</p> <p>11 document marked exhibit 50 bearing Bates</p> <p>12 number Staley v FSR 0061 dated June 25, 2021.</p> <p>13 Do you recall receiving this</p> <p>14 letter?</p> <p>15 A. No, I don't recall receiving a</p> <p>16 letter from this lady. I don't know -- I</p> <p>17 don't recall. I don't recall this. I</p> <p>18 don't -- no.</p> <p>19 Q. You previously identified Elizabeth</p> <p>20 Ortiz as the director of people & culture of</p> <p>21 Hotel 57 Services, LLC is that correct?</p> <p>22 A. Yes.</p> <p>23 Q. And this letter is signed by</p> <p>24 Elizabeth Ortiz, is it not?</p> <p>25 A. Yes. That's what it says, yes.</p>

<p>Page 218</p> <p>1 O. IVEY</p> <p>2 Q. Does this letter refresh your</p> <p>3 recollection that during the town hall you</p> <p>4 were advised that the hotel will continue to</p> <p>5 remain closed as a hotel, will be undergoing</p> <p>6 substantial infrastructure and maintenance</p> <p>7 work that is expected to last well into 2022?</p> <p>8 ATTORNEY BRUSTEIN: Objection.</p> <p>9 A. I think that that was said, that</p> <p>10 there was -- yeah.</p> <p>11 Q. The letter continues: Upon</p> <p>12 reopening, we are committed to recalling</p> <p>13 employees as business levels rebound.</p> <p>14 Does the letter say that?</p> <p>15 A. The letter says that.</p> <p>16 Q. Do you see anywhere in this letter</p> <p>17 that it references the termination of</p> <p>18 employment of any employee?</p> <p>19 A. There is nothing in this letter</p> <p>20 that says that.</p> <p>21 Q. And you previously testified that</p> <p>22 you did not ask any questions either verbally</p> <p>23 or in any written format during that town hall</p> <p>24 meeting on June 25, 2021, is that correct?</p> <p>25 ATTORNEY BRUSTEIN: Objection.</p>	<p>Page 219</p> <p>1 O. IVEY</p> <p>2 A. I did also say that it would be</p> <p>3 repetitive because the questions that I had</p> <p>4 were asked by other people. So there was a</p> <p>5 lot of people on the call asking questions.</p> <p>6 So if I had a question to ask, when would the</p> <p>7 hotel be opened, and someone else has already</p> <p>8 asked it, I am not going to ask that, because</p> <p>9 the information is given. It would be silly.</p> <p>10 Q. So your answer is no, correct?</p> <p>11 A. No, I didn't ask.</p> <p>12 Q. Okay. Thank you.</p> <p>13 ATTORNEY LUNDY: I would like to</p> <p>14 look at exhibit 51, please.</p> <p>15 (Defendants' Exhibit 51, Staley</p> <p>16 v FSR 0082 to 85 was previously marked</p> <p>17 for identification.)</p> <p>18 Q. Ms. Ivey, I'm showing you a</p> <p>19 document marked exhibit 51 bearing Bates</p> <p>20 number Staley v FSR 0082 and it continues to</p> <p>21 Staley v FSR 0085.</p> <p>22 Have you seen this document before?</p> <p>23 A. I don't remember seeing this</p> <p>24 document, no. I don't remember seeing this</p> <p>25 document, no.</p>
<p>Page 220</p> <p>1 O. IVEY</p> <p>2 Q. Please turn to the last page</p> <p>3 bearing Bates number Staley v FSR 0085.</p> <p>4 A. Yes.</p> <p>5 Q. Do you identify any individuals</p> <p>6 listed under Anniversaries?</p> <p>7 A. Yes.</p> <p>8 Q. Can you identify those people who</p> <p>9 you recognize, please?</p> <p>10 A. Pamela Mapp, Winnie Chan, Maribel</p> <p>11 Rodriguez.</p> <p>12 Q. Anyone else?</p> <p>13 A. Edward Nieves, Lyneate Agyeman.</p> <p>14 Q. Looking at Pamela Mapp</p> <p>15 specifically, it identifies 28 years on July</p> <p>16 12. Does that reference, based upon your</p> <p>17 review of this document, her years of service</p> <p>18 at Hotel 57 Services LLC, at the hotel?</p> <p>19 ATTORNEY BRUSTEIN: Objection.</p> <p>20 A. Well, this document says that. I</p> <p>21 don't know how many years she -- I know she's</p> <p>22 a long-term employee. I don't know how many</p> <p>23 years she was there.</p> <p>24 Q. Ms. Ivey, we've reviewed an initial</p> <p>25 complaint and the amended complaint in this</p>	<p>Page 221</p> <p>1 O. IVEY</p> <p>2 lawsuit. The amended complaint is exhibit 6.</p> <p>3 Is that right? You have identified this</p> <p>4 before?</p> <p>5 A. Was it something you gave me</p> <p>6 earlier? This one here, number 6?</p> <p>7 Q. Yes, exhibit 6. The amended</p> <p>8 complaint.</p> <p>9 A. Yes, I have it here.</p> <p>10 Q. What do you think that the</p> <p>11 defendants did wrong here?</p> <p>12 ATTORNEY BRUSTEIN: Objection.</p> <p>13 Q. That brought about this lawsuit?</p> <p>14 A. I think that, number one, they did</p> <p>15 not inform us as mandated by the law of our</p> <p>16 continued unemployment status.</p> <p>17 Number two, I know for myself</p> <p>18 personally, I believe myself to be terminated</p> <p>19 and I was not informed by the Four Seasons</p> <p>20 midtown that I was terminated.</p> <p>21 And I believe that the fact that</p> <p>22 they expect myself and people in similar</p> <p>23 position as myself to be out of work and was</p> <p>24 told that we -- if we take up employment</p> <p>25 outside of the Four Seasons midtown while we</p>

<p>Page 222</p> <p>1 O. IVEY</p> <p>2 are out of work, it forfeits any form of</p> <p>3 future severance pay that we would have been</p> <p>4 entitled to.</p> <p>5 You -- the Four Seasons midtown is</p> <p>6 telling me that while having me out of work,</p> <p>7 either indefinitely or having terminated me</p> <p>8 without any form of notice.</p> <p>9 If you are terminating me you</p> <p>10 should give me notice and give me the option</p> <p>11 of moving on. Give me closure. Give other</p> <p>12 people in similar position closure. I think</p> <p>13 that we deserve that. Even if we were working</p> <p>14 there for one day, we deserve that. We have</p> <p>15 families. We are human beings. We have</p> <p>16 committed our lives and grew up with Four</p> <p>17 Seasons. I went there in my 20s. I'm 53</p> <p>18 years old. 53 years old. And I have</p> <p>19 committed myself, I have worked many hours in</p> <p>20 that place. Never questioned anything that I</p> <p>21 was doing. Totally, totally loyal and</p> <p>22 committed to the Four Seasons brand, and then</p> <p>23 you come and tell me I cannot work or forfeit</p> <p>24 anything that I have coming to me, when I have</p> <p>25 a family to feed, I have a child, I have a</p>	<p>Page 223</p> <p>1 O. IVEY</p> <p>2 grandchild, I have myself. Everything that I</p> <p>3 have worked for in 25 years have been wiped</p> <p>4 out waiting on these people to tell me exactly</p> <p>5 what is going on with me. I am not a rich</p> <p>6 woman. I'm not from a rich family. I</p> <p>7 migrated here over 30 years ago from Jamaica</p> <p>8 to make a life for myself and my disabled</p> <p>9 child. And to be treated like this in a</p> <p>10 company that tells me to treat others the way</p> <p>11 I want to be treated. This is the Four</p> <p>12 Seasons motto. This is what we drive home</p> <p>13 everyday. As a leader of the Four Seasons,</p> <p>14 this is what I teach people that I coach</p> <p>15 everyday, treat each other with respect, with</p> <p>16 dignity. And we served the Four Seasons with</p> <p>17 pride.</p> <p>18 Do you know what it feels like when</p> <p>19 you have made so many sacrifices with my</p> <p>20 family, and then to go home and let my family</p> <p>21 realize that the company that I was battling</p> <p>22 for for 25 years treat me this poorly? It is</p> <p>23 embarrassing, it is hurtful, and it is wrong.</p> <p>24 It is wrong. On every level it is wrong.</p> <p>25 Q. Ms. Ivey, why don't we take a</p>
<p>Page 224</p> <p>1 O. IVEY</p> <p>2 break?</p> <p>3 ATTORNEY BRUSTEIN: Do you need a</p> <p>4 break?</p> <p>5 ATTORNEY BOLAND: Yes, we're going</p> <p>6 to take a break.</p> <p>7 ATTORNEY LUNDY: Let's take a</p> <p>8 break.</p> <p>9 A. It is so wrong. You guys have no</p> <p>10 idea --</p> <p>11 ATTORNEY LUNDY: We're off --</p> <p>12 ATTORNEY BRUSTEIN: She's still</p> <p>13 talking.</p> <p>14 ATTORNEY BOLAND: She's still</p> <p>15 talking.</p> <p>16 A. You guys have no idea what this</p> <p>17 does to me as a person. Can you imagine, I</p> <p>18 joined this company in my 20s? I'm now 53</p> <p>19 years old and to be unceremoniously let go</p> <p>20 from a company that I have served almost all</p> <p>21 of my adult life? Come on, guys. This is not</p> <p>22 right.</p> <p>23 I have never been in a courthouse</p> <p>24 setting before. This is not how I was raised.</p> <p>25 I was not raised to go against anyone or</p>	<p>Page 225</p> <p>1 O. IVEY</p> <p>2 anything. I was raised to stand up for rights</p> <p>3 and justice and to do what is right, and my</p> <p>4 dad died, and that's what he taught me. To</p> <p>5 stand up for myself, and I never thought I</p> <p>6 would have to stand up against a company that</p> <p>7 I loved so much and that I served for almost</p> <p>8 all my adult life. It's wrong. I loved this</p> <p>9 company. I never in a million years thought</p> <p>10 that they would treat me like this. Never in</p> <p>11 a million years. If someone had told me Four</p> <p>12 Seasons would have done this to me, I would</p> <p>13 tell them they're lying. Because when I was</p> <p>14 serving, I was serving with pride. It's</p> <p>15 hurtful. I don't even know how to explain how</p> <p>16 badly it hurts. Because I believed in that</p> <p>17 company.</p> <p>18 ATTORNEY LUNDY: Can we take a</p> <p>19 break, please?</p> <p>20 ATTORNEY BOLAND: Let's take a</p> <p>21 break.</p> <p>22 ---</p> <p>23 (Recess from 4:05 to 4:15.)</p> <p>24 ---</p> <p>25 Q. We're going to be referring to the</p>

<p>Page 226</p> <p>1 O. IVEY</p> <p>2 EmPact agreement which is attached to the</p> <p>3 Brustein declaration.</p> <p>4 ATTORNEY BRUSTEIN: Is that 10?</p> <p>5 ATTORNEY LUNDY: Yes, it's 10.</p> <p>6 Good memory.</p> <p>7 Q. Ms. Ivey, I appreciate what you</p> <p>8 believe you've heard being shared with you by</p> <p>9 the hotel relative to your employment status.</p> <p>10 But do you think it's possible that you may</p> <p>11 have misinterpreted what was being shared to</p> <p>12 you by the hotel and your ability to work</p> <p>13 while the hotel remained on temporary closure?</p> <p>14 ATTORNEY BRUSTEIN: Objection.</p> <p>15 A. No.</p> <p>16 Q. I would like to refer you to page</p> <p>17 27 of the EmPact agreement, which I believe</p> <p>18 you have in front of you.</p> <p>19 The bottom is titled Moonlighting</p> <p>20 and Outside Employment.</p> <p>21 The agreement always allowed you to</p> <p>22 work and moonlight outside of your employment</p> <p>23 at Hotel 57 Services LLC. Do you see that?</p> <p>24 ATTORNEY BRUSTEIN: Objection.</p> <p>25 A. Yes.</p>	<p>Page 227</p> <p>1 O. IVEY</p> <p>2 Q. So is it possible that in these</p> <p>3 communications from the hotel, specifically at</p> <p>4 the June 25, 2021 town hall, the hotel was not</p> <p>5 advising you that you were terminated or not</p> <p>6 permitted to work outside of your employment,</p> <p>7 because the agreement says that you can, but</p> <p>8 rather if you resigned your employment and</p> <p>9 went to work somewhere else, that you wouldn't</p> <p>10 be entitled to no-fault separation pay; but</p> <p>11 you were always permitted to moonlight outside</p> <p>12 of your employment?</p> <p>13 ATTORNEY BRUSTEIN: Objection. Is</p> <p>14 there a question?</p> <p>15 ATTORNEY LUNDY: I believe one's</p> <p>16 pending.</p> <p>17 ATTORNEY BOLAND: It started with</p> <p>18 "is it possible."</p> <p>19 ATTORNEY BRUSTEIN: Oh, thank you.</p> <p>20 Objection.</p> <p>21 A. I do not see how I could have</p> <p>22 interpreted that statement, that information</p> <p>23 that was given to me any differently. The</p> <p>24 question was asked if we go and take up</p> <p>25 employment outside of the Four Seasons while</p>
<p>Page 228</p> <p>1 O. IVEY</p> <p>2 we are out of work, will that affect our --</p> <p>3 any severance pay that might be coming to us.</p> <p>4 And you could go back and listen to the</p> <p>5 recording. Elizabeth was clear in her</p> <p>6 response. I don't see how I could have</p> <p>7 interpreted it any other way other than how I</p> <p>8 interpreted it.</p> <p>9 Q. Looking at the EmPact agreement at</p> <p>10 page 27 under moonlighting and outside</p> <p>11 employment. It reads: I am free to have</p> <p>12 outside employment and activities.</p> <p>13 Do you see that?</p> <p>14 A. I see that.</p> <p>15 Q. And does the contract allow you to</p> <p>16 have outside employment consistent with the</p> <p>17 terms of this provision?</p> <p>18 ATTORNEY BRUSTEIN: Objection.</p> <p>19 A. Well, this is what this is saying.</p> <p>20 Moonlighting is taking up a second, I would</p> <p>21 look at it as, okay, you have a second job</p> <p>22 that substitutes your job, whatever income you</p> <p>23 have going on at the Four Seasons. However,</p> <p>24 when the question was asked of Elizabeth, this</p> <p>25 is what her response was. She said if we take</p>	<p>Page 229</p> <p>1 O. IVEY</p> <p>2 up employment out of Four Seasons it forfeits</p> <p>3 any severance pay that is coming. I'm saying</p> <p>4 I don't know how else I would have interpreted</p> <p>5 that.</p> <p>6 Q. Is it possible, Ms. Ivey, that</p> <p>7 Ms. Ortiz was referring to a resignation of</p> <p>8 employment and not to your ability to work</p> <p>9 outside of employment consistent with the</p> <p>10 terms of the agreement, is that possible?</p> <p>11 ATTORNEY BRUSTEIN: Objection.</p> <p>12 A. Well, the word "resignation" never</p> <p>13 came up.</p> <p>14 Q. Right.</p> <p>15 A. Right? During the questioning the</p> <p>16 word "resignation" never came up. It was</p> <p>17 not -- if I resigned, which would be a silly</p> <p>18 question to ask, right? If I resigned from</p> <p>19 Four Seasons? If someone resigns then there</p> <p>20 is no way that they could be expecting to get</p> <p>21 severance pay. So it would not be even a</p> <p>22 relevant question to ask her, right?</p> <p>23 Q. Ms. Ivey --</p> <p>24 A. If I resigned, will I get severance</p> <p>25 pay? No one resigns and gets severance pay.</p>

<p>Page 230</p> <p>1 O. IVEY</p> <p>2 Q. Ms. Ivey, when was the last time</p> <p>3 you listened to that recording?</p> <p>4 A. The last time I listened to that</p> <p>5 recording was -- I don't remember. I can't --</p> <p>6 I don't remember when was the last time I</p> <p>7 listened to it.</p> <p>8 ATTORNEY BOLAND: Dates.</p> <p>9 A. I don't remember dates. I have</p> <p>10 worked on my birthday before not remembering</p> <p>11 it was my birthday.</p> <p>12 ATTORNEY BOLAND: I'm with you.</p> <p>13 A. And it was a switch with someone</p> <p>14 else. I wasn't scheduled to work.</p> <p>15 Q. Ms. Ivey, I am going to refer you</p> <p>16 back to the amended complaint at paragraph</p> <p>17 228.</p> <p>18 A. This one?</p> <p>19 Q. The one right next to you, yes.</p> <p>20 The amended complaint. It's on page 31.</p> <p>21 Paragraph 228. Do you see that there?</p> <p>22 A. Mm-hmm.</p> <p>23 Q. And Ms. Ivey, you previously</p> <p>24 testified that the content of your amended</p> <p>25 complaint is true and accurate, did you not?</p>	<p>Page 231</p> <p>1 O. IVEY</p> <p>2 A. Mm-hmm.</p> <p>3 Q. And at paragraph 228 it's</p> <p>4 summarizing the content of the town hall</p> <p>5 meeting on June 25, 2021. And in paragraph</p> <p>6 28, 228, it says: Ms. Ortiz answered by</p> <p>7 stating, quote "At this juncture, we are</p> <p>8 looking at the fact that you are still</p> <p>9 currently furloughed, employees that have</p> <p>10 worked with the company, have worked with this</p> <p>11 property for the time period that you have,</p> <p>12 you are considered to be furloughed, so we</p> <p>13 wouldn't be paying out the severance at this</p> <p>14 juncture, only because we do consider you to</p> <p>15 be furloughed. We do anticipate reopening and</p> <p>16 we do anticipate recalling you to work once we</p> <p>17 do open."</p> <p>18 So I again ask you and refer you</p> <p>19 back to page 27 of the EmPact agreement,</p> <p>20 whether or not it's possible that you</p> <p>21 misunderstood the content of that conversation</p> <p>22 on June 25, 2021 and you were in fact</p> <p>23 permitted to find outside employment and</p> <p>24 activities because Hotel 57 Services LLC</p> <p>25 considered you to be on furlough and</p>
<p>Page 232</p> <p>1 O. IVEY</p> <p>2 anticipated recalling you back?</p> <p>3 ATTORNEY BRUSTEIN: Objection.</p> <p>4 A. The fact that -- okay. Four</p> <p>5 Seasons New York midtown is considering --</p> <p>6 Ms. Ortiz is saying we are on layoff.</p> <p>7 Q. Ms. Ivey --</p> <p>8 A. However -- hold on. I am trying to</p> <p>9 understand. Can layoff be permanent?</p> <p>10 Q. The purpose of this deposition is</p> <p>11 not to ask a question. Perhaps we should go</p> <p>12 back and look at paragraph 228 and confirm</p> <p>13 that this is a paragraph that you have</p> <p>14 previously identified as being part of the</p> <p>15 amended complaint -- 228, the one I just read</p> <p>16 from -- as being true and accurate. Is that</p> <p>17 correct?</p> <p>18 ATTORNEY BRUSTEIN: Objection.</p> <p>19 A. Just give me one second. Let me</p> <p>20 look at it.</p> <p>21 (The witness reviews document.)</p> <p>22 A. Yes, she did -- I am assuming that</p> <p>23 she did say this.</p> <p>24 Q. The term "resignation" wasn't used,</p> <p>25 or at least not referenced in this paragraph</p>	<p>Page 233</p> <p>1 O. IVEY</p> <p>2 228 of your amended complaint.</p> <p>3 A. Mm-hmm.</p> <p>4 Q. But was the idea of leaving the</p> <p>5 hotel to accept employment used?</p> <p>6 ATTORNEY BRUSTEIN: Objection.</p> <p>7 A. I don't see that here.</p> <p>8 Q. Reading paragraph -- I'm sorry.</p> <p>9 Reading page 27 of the EmPact agreement today,</p> <p>10 do you understand that if you were on, whether</p> <p>11 actively working or on temporary furlough from</p> <p>12 the hotel, you would be permitted to find</p> <p>13 outside employment?</p> <p>14 ATTORNEY BRUSTEIN: Objection.</p> <p>15 Q. Based upon your reading of the</p> <p>16 agreement?</p> <p>17 ATTORNEY BRUSTEIN: Objection.</p> <p>18 A. I am looking that if I am</p> <p>19 temporarily furloughed, that I would be able</p> <p>20 to take up employment based on what I see</p> <p>21 here. But that is not what was communicated</p> <p>22 to us on the meeting.</p> <p>23 Q. And I refer you back to, Ms. Ivey,</p> <p>24 to paragraph 228. And you previously</p> <p>25 testified that the contents of your amended</p>

<p>Page 234</p> <p>1 O. IVEY</p> <p>2 complaint was true and accurate, correct?</p> <p>3 A. Yes.</p> <p>4 Q. Is there anything in paragraph 228</p> <p>5 that references that you were terminated from</p> <p>6 your employment?</p> <p>7 ATTORNEY BRUSTEIN: Objection.</p> <p>8 A. No. It did reference that I was</p> <p>9 permanently laid off.</p> <p>10 Q. Where in paragraph 228 does it use</p> <p>11 the word permanently laid off?</p> <p>12 A. It's -- there is nothing in the</p> <p>13 paragraph that said I'm permanently laid off,</p> <p>14 but if I am out of work for so many years, and</p> <p>15 you're still telling me that I am furloughed</p> <p>16 with no end in sight, then I'm going to</p> <p>17 take -- I do believe that at that juncture</p> <p>18 that we are not furloughed.</p> <p>19 Q. That might be your impression,</p> <p>20 Ms. Ivey. But what was relayed to you as</p> <p>21 referenced in paragraph 228 was that Hotel 57</p> <p>22 Services considered you to be furloughed and</p> <p>23 anticipated recalling you to work once the</p> <p>24 hotel does reopen, does it say that?</p> <p>25 ATTORNEY BRUSTEIN: Objection.</p>	<p>Page 235</p> <p>1 O. IVEY</p> <p>2 A. It says that here, yes.</p> <p>3 Q. And if the hotel reopened tomorrow</p> <p>4 you testified that you don't know whether or</p> <p>5 not you would go back to work?</p> <p>6 ATTORNEY BRUSTEIN: Objection.</p> <p>7 A. I would have to think about it. I</p> <p>8 did say that.</p> <p>9 Q. Let's look at the no-fault</p> <p>10 separation pay provision in the EmPact</p> <p>11 agreement. And that's a few pages towards the</p> <p>12 end, beginning at page 56?</p> <p>13 ATTORNEY BRUSTEIN: Are you going</p> <p>14 back to the EmPact agreement?</p> <p>15 ATTORNEY LUNDY: Yes. The EmPact</p> <p>16 agreement.</p> <p>17 A. Page 56?</p> <p>18 Q. We can actually turn to page 57</p> <p>19 first. Ms. Ivey, there's two columns at the</p> <p>20 top of the page, continuous service and</p> <p>21 no-fault separation pay. Reading those</p> <p>22 provisions is it your understanding that</p> <p>23 no-fault separation pay is calculated based</p> <p>24 upon the information contained on this page 57</p> <p>25 of the EmPact agreement?</p>
<p>Page 236</p> <p>1 O. IVEY</p> <p>2 A. Yes.</p> <p>3 Q. And as you sit here today what do</p> <p>4 you believe to be your continuous service</p> <p>5 years for Hotel 57 Services LLC for purposes</p> <p>6 of calculating no-fault separation pay?</p> <p>7 A. It would be somewhere in the 24</p> <p>8 years.</p> <p>9 Q. Do you believe that your years of</p> <p>10 service should continue from March 20, 2020 to</p> <p>11 the present?</p> <p>12 ATTORNEY BRUSTEIN: Objection.</p> <p>13 A. Until today?</p> <p>14 Q. Yes.</p> <p>15 A. It couldn't be until today.</p> <p>16 Because I was already terminated.</p> <p>17 Q. Do you know the amount of no-fault</p> <p>18 separation pay you are seeking in this</p> <p>19 lawsuit, based upon the formula set forth on</p> <p>20 page 57?</p> <p>21 A. I don't know the -- it was</p> <p>22 calculated for me by my attorneys. I cannot</p> <p>23 tell you off the top of my head how much that</p> <p>24 is.</p> <p>25 (Defendants' Exhibit 28, letter</p>	<p>Page 237</p> <p>1 O. IVEY</p> <p>2 dated February 24, 2023 from Brustein</p> <p>3 law firm was previously marked for</p> <p>4 identification.)</p> <p>5 Q. I am going to show you a document</p> <p>6 marked exhibit 28. Ms. Ivey, I have given you</p> <p>7 an exhibit marked 28. It's a letter from</p> <p>8 Brustein Law PLLC dated February 24, 2023.</p> <p>9 And on the last page of this document it's</p> <p>10 titled Verification. Do you see that on the</p> <p>11 last page?</p> <p>12 A. Yes.</p> <p>13 Q. Is that your signature at the</p> <p>14 bottom of the page?</p> <p>15 A. On the last page, yes.</p> <p>16 Q. And is this document confirming</p> <p>17 that the content of the February 24, 2023</p> <p>18 letter is accurate, to your personal</p> <p>19 knowledge?</p> <p>20 ATTORNEY BRUSTEIN: Objection.</p> <p>21 A. To my knowledge, yes.</p> <p>22 Q. Okay. Let's turn back to the</p> <p>23 letter, please at page 2.</p> <p>24 A. Page 2, okay.</p> <p>25 Q. Under section C it says:</p>

<p>Page 238</p> <p>1 O. IVEY</p> <p>2 Plaintiff's Olive Ivey estimated damages are</p> <p>3 as follows.</p> <p>4 And I'm looking at (i). It lists</p> <p>5 \$44,500 in no-fault separation pay. Do you</p> <p>6 see that?</p> <p>7 A. I see that.</p> <p>8 Q. And is it your understanding that</p> <p>9 the sum of \$44,500 is the amount of no-fault</p> <p>10 separation pay that you would be entitled to</p> <p>11 based upon your continuous years of service</p> <p>12 for the hotel as outlined on page 57 of the</p> <p>13 EmPact agreement?</p> <p>14 ATTORNEY BRUSTEIN: Objection.</p> <p>15 A. Well, that is what my attorneys</p> <p>16 estimated it to be based on their knowledge of</p> <p>17 how this has to be calculated --</p> <p>18 Q. And you verified that, right?</p> <p>19 A. Yes.</p> <p>20 Q. Okay. So let's turn back to the</p> <p>21 EmPact agreement, please. You have previously</p> <p>22 testified that you are proceeding with this</p> <p>23 lawsuit as a potential class representative</p> <p>24 for other employees of the hotel, is that</p> <p>25 right?</p>	<p>Page 239</p> <p>1 O. IVEY</p> <p>2 A. Yes.</p> <p>3 Q. Do you know the amount of no-fault</p> <p>4 separation pay other employees would be</p> <p>5 entitled to in connection with this lawsuit?</p> <p>6 A. I do not.</p> <p>7 Q. Do you know whether all employees</p> <p>8 of the hotel would be entitled to no-fault</p> <p>9 separation pay?</p> <p>10 A. I do not.</p> <p>11 Q. Do you know whether any employees</p> <p>12 of the hotel has resigned their employment and</p> <p>13 accepted other employment at other</p> <p>14 establishments?</p> <p>15 ATTORNEY BRUSTEIN: Objection.</p> <p>16 A. I do not.</p> <p>17 Q. Let's turn to page 56, please, of</p> <p>18 the EmPact agreement. At the bottom it says</p> <p>19 no-fault separation pay. Do you see that,</p> <p>20 Ms. Ivey that section?</p> <p>21 A. No-fault separation pay?</p> <p>22 Q. Yes.</p> <p>23 A. Yes.</p> <p>24 Q. In the first sentence it says, If I</p> <p>25 receive a permanent layoff with no right of</p>
<p>Page 240</p> <p>1 O. IVEY</p> <p>2 recall or I am terminated for no-fault, my</p> <p>3 termination will be considered no-fault.</p> <p>4 Do you understand that in this</p> <p>5 lawsuit you're asking the court to determine</p> <p>6 that you were terminated from your employment</p> <p>7 and you will not have a right to be recalled</p> <p>8 to the hotel?</p> <p>9 ATTORNEY BRUSTEIN: Objection.</p> <p>10 A. Yes.</p> <p>11 Q. And as a class representative, do</p> <p>12 you know if anyone else is willing to give up</p> <p>13 their right to recall for payment of the</p> <p>14 no-fault separation pay if the hotel was to</p> <p>15 reopen?</p> <p>16 ATTORNEY BRUSTEIN: Objection.</p> <p>17 A. I don't know that. But I'm sure</p> <p>18 that my attorneys will be able to ascertain</p> <p>19 that information.</p> <p>20 Q. Is it possible that there are</p> <p>21 individuals or employees of Hotel 57 Services</p> <p>22 who would like to be recalled to the hotel</p> <p>23 when it reopens?</p> <p>24 ATTORNEY BRUSTEIN: Objection.</p> <p>25 A. Probably.</p>	<p>Page 241</p> <p>1 O. IVEY</p> <p>2 Q. As you sit here today, you would be</p> <p>3 willing to accept \$44,500 from the hotel for</p> <p>4 no-fault separation pay instead of being</p> <p>5 recalled to the hotel when it reopens?</p> <p>6 ATTORNEY BRUSTEIN: Objection.</p> <p>7 A. I am expecting to be paid, yes.</p> <p>8 Q. And you're willing to forgo the</p> <p>9 ability to be recalled to the hotel when it</p> <p>10 reopens?</p> <p>11 ATTORNEY BRUSTEIN: Objection.</p> <p>12 A. Yes.</p> <p>13 Q. Ms. Ivey, do you think you are</p> <p>14 authorized to make that choice of electing</p> <p>15 no-fault separation pay instead of being</p> <p>16 recalled to the hotel for everyone else?</p> <p>17 ATTORNEY BRUSTEIN: Objection.</p> <p>18 A. If -- I'm sorry. Could you please</p> <p>19 repeat the question.</p> <p>20 ATTORNEY LUNDY: Can you re-read</p> <p>21 the question, please.</p> <p>22 (Requested portion of the record</p> <p>23 read back.)</p> <p>24 A. No.</p> <p>25 Q. Do you know whether Hotel 57</p>

<p>Page 242</p> <p>1 O. IVEY</p> <p>2 Services also employs union members?</p> <p>3 ATTORNEY BRUSTEIN: Objection.</p> <p>4 A. (No response.)</p> <p>5 Q. Let me rephrase the question. Are</p> <p>6 you aware that individuals who are part of a</p> <p>7 union are employed by Hotel 57 Services LLC?</p> <p>8 ATTORNEY BRUSTEIN: Objection.</p> <p>9 A. Yes.</p> <p>10 Q. And do you know whether they are</p> <p>11 also subject to the same agreement as you,</p> <p>12 this EmPact agreement that we've been</p> <p>13 reviewing today?</p> <p>14 ATTORNEY BRUSTEIN: Objection.</p> <p>15 A. There are certain aspects of the</p> <p>16 EmPact agreement that they are -- that they're</p> <p>17 bound by. But they also have a union</p> <p>18 contract.</p> <p>19 Q. A collective bargaining agreement?</p> <p>20 A. Yes.</p> <p>21 Q. And do you know whether that</p> <p>22 collective bargaining agreement sets forth</p> <p>23 their terms of compensation as an employee of</p> <p>24 the hotel?</p> <p>25 A. I do not know what's in their</p>	<p>Page 243</p> <p>1 O. IVEY</p> <p>2 contract, as far as that is concerned. I do</p> <p>3 know about the rules and regulations as it</p> <p>4 governs their work, their work rules. But not</p> <p>5 their compensation or anything of that nature.</p> <p>6 Q. So it's your understanding that the</p> <p>7 EmPact agreement, which on its cover says</p> <p>8 U.S. EmPact Employee Handbook also applies to</p> <p>9 the union members relative to work rules, is</p> <p>10 that correct?</p> <p>11 ATTORNEY BRUSTEIN: Objection.</p> <p>12 A. It does apply to them. But there</p> <p>13 are things in their contract that is not</p> <p>14 included in the EmPact agreement.</p> <p>15 Q. That would be included in the</p> <p>16 collective bargaining agreement, to your</p> <p>17 knowledge?</p> <p>18 ATTORNEY BRUSTEIN: Objection.</p> <p>19 A. I -- I think so. Because the</p> <p>20 EmPact serves for both union and non-union</p> <p>21 employees, and the bargaining agreement just</p> <p>22 serves for the unionized employees.</p> <p>23 Q. Do you know whether union employees</p> <p>24 have received any compensation since March of</p> <p>25 2020?</p>
<p>Page 244</p> <p>1 O. IVEY</p> <p>2 A. I have heard that there are people</p> <p>3 who have opted to receive compensation. I am</p> <p>4 not -- I heard. I am not -- I haven't spoken</p> <p>5 to anyone who said I have taken money.</p> <p>6 Q. Do you believe that union employees</p> <p>7 governed by a collective bargaining agreement</p> <p>8 are similarly situated to you?</p> <p>9 ATTORNEY BRUSTEIN: Objection.</p> <p>10 A. Yes.</p> <p>11 Q. In what way?</p> <p>12 A. Well, they -- they're out of work</p> <p>13 also. They were not adequately notified,</p> <p>14 properly notified as they should have been</p> <p>15 under the WARN Act. The difference for them</p> <p>16 is that they are allowed under the union to be</p> <p>17 employed, they are able to go to the union</p> <p>18 house and have employment without losing their</p> <p>19 status with the Four Seasons.</p> <p>20 Q. How do you know they were not</p> <p>21 properly notified, as you've just testified</p> <p>22 to?</p> <p>23 A. Well, I don't --</p> <p>24 ATTORNEY BRUSTEIN: Objection.</p> <p>25 A. -- I don't think any of us were.</p>	<p>Page 245</p> <p>1 O. IVEY</p> <p>2 Q. Are you aware that union employees</p> <p>3 received separate WARN notices than non-union</p> <p>4 employees?</p> <p>5 A. I was not aware of that.</p> <p>6 Q. Are you aware that union employees</p> <p>7 have received compensation from Hotel 57</p> <p>8 Services since March 2020?</p> <p>9 ATTORNEY BRUSTEIN: Objection.</p> <p>10 A. I heard that.</p> <p>11 Q. Let's refer back to the EmPact</p> <p>12 agreement, please, before we do that. I'm</p> <p>13 sorry.</p> <p>14 You previously testified that</p> <p>15 Sharon Brambrut was your supervisor, is that</p> <p>16 correct?</p> <p>17 A. I reported to her too, yes.</p> <p>18 Q. Okay. Did you ever discuss your</p> <p>19 concerns regarding the payment or lack thereof</p> <p>20 of the no-fault separation pay with Sharon</p> <p>21 Brambrut?</p> <p>22 A. I don't remember having that</p> <p>23 discussion with her.</p> <p>24 Q. Did you ever file a written</p> <p>25 complaint with human resources -- with the</p>

<p>Page 246</p> <p>1 O. IVEY</p> <p>2 human resources office about your concerns</p> <p>3 about payment of no-fault separation pay?</p> <p>4 ATTORNEY BRUSTEIN: Objection.</p> <p>5 A. No.</p> <p>6 Q. Did you ever request the director</p> <p>7 of human resources to assist you in preparing</p> <p>8 any type of internal complaint about a concern</p> <p>9 about no-fault separation pay?</p> <p>10 ATTORNEY BRUSTEIN: Objection.</p> <p>11 A. No.</p> <p>12 Q. Did you ever receive any written</p> <p>13 decision on any complaint to human resources</p> <p>14 regarding your concerns about no-fault</p> <p>15 separation pay?</p> <p>16 A. No.</p> <p>17 Q. Did you ever file an appeal to a</p> <p>18 general manager of the hotel about any</p> <p>19 decision by human resources regarding the</p> <p>20 failure to pay no-fault separation pay?</p> <p>21 ATTORNEY BRUSTEIN: Objection.</p> <p>22 A. While there was a GM, no.</p> <p>23 Q. Was the first time you raised the</p> <p>24 concerns about the failure to pay no-fault</p> <p>25 separation pay in this lawsuit?</p>	<p>Page 247</p> <p>1 O. IVEY</p> <p>2 ATTORNEY BRUSTEIN: Objection.</p> <p>3 A. When I thought of raising the</p> <p>4 question was on the town hall meeting. But I</p> <p>5 did not raise the question because the</p> <p>6 question was already asked.</p> <p>7 Q. You raised it in your complaint</p> <p>8 that we're here for today in the lawsuit, is</p> <p>9 that right?</p> <p>10 A. Yes.</p> <p>11 Q. And that was the first time you</p> <p>12 raised it in this lawsuit?</p> <p>13 ATTORNEY BRUSTEIN: Objection.</p> <p>14 A. In the lawsuit it was raised.</p> <p>15 However I knew what the response was from the</p> <p>16 meeting, because the question was asked. As I</p> <p>17 said before in the meeting, in the town hall</p> <p>18 meeting, if a question is asked -- if someone</p> <p>19 is thinking of a question and the question is</p> <p>20 asked, there were so many people on, and the</p> <p>21 question was asked by someone else, I'm not</p> <p>22 going to ask the same question again. Because</p> <p>23 the question was asked and a response was</p> <p>24 given.</p> <p>25 Q. A question was asked, is that what</p>
<p>Page 248</p> <p>1 O. IVEY</p> <p>2 you're saying?</p> <p>3 A. The question was asked.</p> <p>4 Q. Okay.</p> <p>5 A. And a response was given.</p> <p>6 Q. Okay. But the first time that you</p> <p>7 raised a complaint about not being paid</p> <p>8 no-fault separation pay was when this lawsuit</p> <p>9 was filed, is that correct?</p> <p>10 A. I never spoke with anyone at the</p> <p>11 Four Seasons about that.</p> <p>12 Q. Okay. Thank you. I just have one</p> <p>13 more line of questioning. It should be pretty</p> <p>14 quick.</p> <p>15 ATTORNEY LUNDY: Do we want to take</p> <p>16 a break or do you want to keep going?</p> <p>17 I'm okay to keep going. Ms. Ivey, are</p> <p>18 you all right?</p> <p>19 THE WITNESS: I'm okay.</p> <p>20 ATTORNEY LUNDY: Okay, great.</p> <p>21 Q. Ms. Ivey, we were looking at a</p> <p>22 document letter marked exhibit 28, it's a</p> <p>23 letter from February 24, 2023. And it</p> <p>24 identifies your estimated damages in this</p> <p>25 lawsuit. Can you look at that, please?</p>	<p>Page 249</p> <p>1 O. IVEY</p> <p>2 A. Yes.</p> <p>3 Q. The letter identifies compensatory</p> <p>4 damages in the amount of \$110,000 based on</p> <p>5 \$44,500 in no-fault separation pay, \$21,833 in</p> <p>6 WARN Act damages for each of the three</p> <p>7 violations of the WARN Act, totalling \$65,500.</p> <p>8 Do you see that?</p> <p>9 A. I see that, yes.</p> <p>10 Q. Is it your understanding that those</p> <p>11 are the compensatory damages you are seeking</p> <p>12 in this lawsuit?</p> <p>13 ATTORNEY BRUSTEIN: Objection.</p> <p>14 A. It is my understanding.</p> <p>15 Q. This section references each of the</p> <p>16 three violations of the WARN Act. Do you know</p> <p>17 what the three violations this letter is</p> <p>18 referring to?</p> <p>19 A. Yes.</p> <p>20 Q. Can you identify those for me</p> <p>21 please?</p> <p>22 A. It was for all the times that they</p> <p>23 did inform us that we would be returning to</p> <p>24 work, but never did.</p> <p>25 Q. Do you recall those dates?</p>

<p style="text-align: right;">Page 250</p> <p>1 O. IVEY</p> <p>2 ATTORNEY BRUSTEIN: Objection.</p> <p>3 A. No.</p> <p>4 ATTORNEY BOLAND: That question</p> <p>5 answered itself.</p> <p>6 Q. I also see items 2 and 3 listed in</p> <p>7 section C but without a specific accounting,</p> <p>8 is that correct?</p> <p>9 A. Yes.</p> <p>10 Q. And as we sit here today, you're</p> <p>11 unaware of what those specific estimated</p> <p>12 damages are, is that right?</p> <p>13 ATTORNEY BRUSTEIN: Objection.</p> <p>14 A. I am unaware. My understanding is</p> <p>15 that it will be whatever the court decides.</p> <p>16 Q. Are you aware of any monetary</p> <p>17 damages Ms. Selena Staley sustained in</p> <p>18 connection with this lawsuit?</p> <p>19 ATTORNEY BRUSTEIN: Objection.</p> <p>20 A. No.</p> <p>21 Q. Are you aware of any monetary</p> <p>22 damages allegedly sustained by Vivian Holmes</p> <p>23 in connection with this lawsuit?</p> <p>24 ATTORNEY BRUSTEIN: Objection.</p> <p>25 A. No.</p>	<p style="text-align: right;">Page 251</p> <p>1 O. IVEY</p> <p>2 Q. What about anyone else that you are</p> <p>3 representing as a class representative in this</p> <p>4 lawsuit, do you know what damages they have</p> <p>5 sustained in connection with this lawsuit?</p> <p>6 ATTORNEY BRUSTEIN: Objection.</p> <p>7 A. I do not know what damages they</p> <p>8 sustained. However, I am sure that that is</p> <p>9 something that could be ascertained.</p> <p>10 Q. Other than the damages that we have</p> <p>11 discussed in section C of the letter from</p> <p>12 February 24, 2023 at exhibit 28, are you aware</p> <p>13 of any other damages that you are seeking in</p> <p>14 this lawsuit as you sit here today?</p> <p>15 ATTORNEY BRUSTEIN: Objection.</p> <p>16 A. Apart from here?</p> <p>17 Q. Yes.</p> <p>18 A. No.</p> <p>19 ATTORNEY LUNDY: Could we take a</p> <p>20 quick break?</p> <p>21 ATTORNEY BRUSTEIN: Yes.</p> <p>22 ATTORNEY LUNDY: Thank you.</p> <p>23 ---</p> <p>24 (Recess from 4:46 to 4:53.)</p> <p>25 ---</p>
<p style="text-align: right;">Page 252</p> <p>1 O. IVEY</p> <p>2 BY ATTORNEY LUNDY:</p> <p>3 Q. Ms. Ivey, we were just discussing</p> <p>4 the damages in this matter as outlined in the</p> <p>5 February 24, 2023 letter at exhibit 28. How</p> <p>6 do you feel that you have been financially</p> <p>7 harmed by what the defendants did since the</p> <p>8 beginning of COVID-19?</p> <p>9 ATTORNEY BRUSTEIN: Objection.</p> <p>10 A. How do I feel ...</p> <p>11 Q. That you have been financially</p> <p>12 harmed by what the defendants did since the</p> <p>13 beginning of COVID-19?</p> <p>14 A. Well, I have been unemployed. It</p> <p>15 was my sole way of making a living, and based</p> <p>16 on what Ms. Ortiz said, that we weren't</p> <p>17 allowed to seek employment or forfeit any</p> <p>18 possible severance fee that would have been</p> <p>19 coming to us if we worked, that left me</p> <p>20 between a rock and a hard place. I felt like</p> <p>21 okay, I am not able to work and they're not --</p> <p>22 we're not returning to the Four Seasons</p> <p>23 midtown, we're not able to take up</p> <p>24 unemployment. If we take up unemployment</p> <p>25 then -- if I take up unemployment then my 25</p>	<p style="text-align: right;">Page 253</p> <p>1 O. IVEY</p> <p>2 years of service, any severance pay that would</p> <p>3 go to me, is forfeited. And during that time</p> <p>4 I'm going from making a steady income for 25</p> <p>5 years to zero. Yes, I collected unemployment,</p> <p>6 but then after my unemployment ceased I was</p> <p>7 living off of my savings. Now my savings, I</p> <p>8 mean how much savings can one have to maintain</p> <p>9 a family in this country when you're just</p> <p>10 doing a regular job. Right?</p> <p>11 I've basically had to adjust the</p> <p>12 way I live. My family had to adjust the way</p> <p>13 they live. I depleted my savings, completely</p> <p>14 depleted my savings, and at this juncture,</p> <p>15 just basically I don't know what else to do.</p> <p>16 Q. And Ms. Ivey, for what you've just</p> <p>17 described, would you like to be compensated</p> <p>18 for those injuries?</p> <p>19 ATTORNEY BRUSTEIN: Objection.</p> <p>20 A. Yes.</p> <p>21 Q. And do you know specifically what</p> <p>22 that compensation would be?</p> <p>23 ATTORNEY BRUSTEIN: Objection.</p> <p>24 A. I don't know what that compensation</p> <p>25 would be, because I have no experience in</p>

<p>Page 254</p> <p>1 O. IVEY</p> <p>2 legal matters. However, I am sure my</p> <p>3 attorneys are competent it enough to basically</p> <p>4 advise me on what would be fair.</p> <p>5 Q. Ms. Ivey, in paragraph 23 of your</p> <p>6 amended complaint it reads: By reason of</p> <p>7 defendants' unlawful conduct plaintiffs and</p> <p>8 others similarly situated have suffered</p> <p>9 monetary damages and other resulting injury</p> <p>10 and loss.</p> <p>11 Is it fair to say that others</p> <p>12 similarly situated suffered other injury and</p> <p>13 loss different from your own?</p> <p>14 ATTORNEY BRUSTEIN: Objection.</p> <p>15 A. I cannot say what or how much they</p> <p>16 have suffered. However, I am sure if you --</p> <p>17 if they went from getting a paycheck every</p> <p>18 week consistently, being able to budget and</p> <p>19 being able to live a particular way, and then</p> <p>20 going from something to nothing, it's obvious</p> <p>21 that they would be affected.</p> <p>22 ATTORNEY LUNDY: I have no further</p> <p>23 questions. Thank you, Ms. Ivey.</p> <p>24 THE WITNESS: Thank you.</p> <p>25 ATTORNEY WAGNER: No questions from</p>	<p>Page 255</p> <p>1 O. IVEY</p> <p>2 me. Thank you.</p> <p>3 ATTORNEY BROMBERG: Can we just</p> <p>4 talk for two seconds?</p> <p>5 ATTORNEY BRUSTEIN: Yes.</p> <p>6 (Pause in proceedings.)</p> <p>7 ATTORNEY BRUSTEIN: We are not</p> <p>8 going to ask any questions. We are just</p> <p>9 going to reserve any, be able to, you</p> <p>10 know, have signature at the end.</p> <p>11 (Continued on the following page to</p> <p>12 include jurat.)</p> <p>13</p> <p>14</p> <p>15</p> <p>16</p> <p>17</p> <p>18</p> <p>19</p> <p>20</p> <p>21</p> <p>22</p> <p>23</p> <p>24</p> <p>25</p>
<p>Page 256</p> <p>1 O. IVEY</p> <p>2 ATTORNEY BROMBERG: We're reserving</p> <p>3 review and signature.</p> <p>4 ATTORNEY LUNDY: Thank you,</p> <p>5 Ms. Ivey.</p> <p>6 ---</p> <p>7 (Time noted: 5:01 p.m. EDT)</p> <p>8</p> <p>9 _____</p> <p>10 OLIVE IVEY</p> <p>11</p> <p>12 Sworn and subscribed to before</p> <p>13 me this _____ day</p> <p>14 of _____, 2023,</p> <p>15 in the jurisdiction aforesaid.</p> <p>16</p> <p>17 _____</p> <p>18 NOTARY PUBLIC</p> <p>19</p> <p>20</p> <p>21</p> <p>22</p> <p>23</p> <p>24</p> <p>25</p>	<p>Page 257</p> <p>1</p> <p>2 CERTIFICATE</p> <p>3 STATE OF NEW YORK)</p> <p>4 COUNTY OF NEW YORK)</p> <p>5 I, FRANK J. BAS, a Certified</p> <p>6 Shorthand Reporter and Notary Public within</p> <p>7 and for the State of New York, do hereby</p> <p>8 certify:</p> <p>9 That the witness whose testimony is</p> <p>10 hereinbefore set forth, was duly sworn by me</p> <p>11 and that such testimony given by the witness</p> <p>12 was taken down stenographically by me and then</p> <p>13 transcribed.</p> <p>14 I further certify that I am not</p> <p>15 related by blood or marriage to any of the</p> <p>16 parties in this matter and that I am in no way</p> <p>17 interested in the outcome of this matter.</p> <p>18 That any copy of this transcript</p> <p>19 obtained from a source other than the court</p> <p>20 reporting firm, including from co-counsel, is</p> <p>21 uncertified and may not be used at trial.</p> <p>22 IN WITNESS WHEREOF, I have hereunto</p> <p>23 set my hand this 12th day of April, 2023.</p> <p>24</p> <p>25 _____</p> <p>FRANK J. BAS, RPR, CRR</p>

<p style="text-align: right;">Page 258</p> <p>1 2 ----- INDEX ----- 3 WITNESS EXAMINATION BY PAGE 4 OLIVE IVEY MS. LUNDY 5 5 ----- EXHIBITS ----- (Exhibits retained by Freeborn & Peters) 6 7 DEFENDANTS' PAGE 8 Defendants' Exhibit 59 96 9 verification 10 Defendants' Exhibit 60 documents 97 11 Defendants' Exhibit 61 EmPact 111 documents 12 Defendants' Exhibit 62 2019 Form 114 W-2 13 Defendants' Exhibit 63 2020 Form 115 W-2 14 Defendants' Exhibit 64 2021 Form 116 W-2 15 Defendants' Exhibit 65 earnings 124 statement 16 Defendants' Exhibit 66 132 17 WARNERDEF_00651 through WARNERDEF_00653 18 Defendants' Exhibit 67 142 19 WARNERDEF_000150 20 Defendants' Exhibit 68 Internal 191 Memo dated June 25, 2020 to Olive 21 Rodriguez 22 Defendants' Exhibit 69 letter 192 dated August 5, 2020 23 Defendants' Exhibit 70 letter 200 dated July 10, 2020 24 25</p>	<p style="text-align: right;">Page 259</p> <p>1 2 ----- EXHIBITS CONTINUED ----- 3 4 Defendants' Exhibit 5 Complaint 38 5 Defendants' Exhibit 6 First 40 Amended Complaint 6 7 Defendants' Exhibit 7 Notice of 62 8 Motion to Compel Arbitration and Dismiss Class Claims and Stay 9 Action, Memorandum of Law in Support 10 Defendants' Exhibit 8 Declaration 63 11 of Cathy Hwang 12 defendants' Exhibit 9 Memorandum 65 of Law in Opposition to Defendants' 13 Motion to Compel Arbitration, Dismiss Class Claims and Stay 14 Action 15 Defendants' Exhibit 10 Declaration 66 of Evan Brustein 16 Defendants' Exhibit 11 Reply 70 17 Memorandum of Law in Further Support of the Warner Defendants' 18 Motion to Compel 19 Defendants' Exhibit 12 Notice of 71 Motion to Dismiss, Memorandum of Law in Support of the Warner 20 Defendants' Motion to Dismiss the Complaint 21 Defendants' Exhibit 13 Declaration 72 of Elizabeth Ortiz 22 23 Defendants' Exhibit 14 Notice of 73 24 Motion to Dismiss, Memorandum of Law in Support of the Warner 25 Defendants' Motion to Dismiss</p>
<p style="text-align: right;">Page 260</p> <p>1 2 ----- EXHIBITS CONTINUED ----- 3 Defendants' Exhibit 15 Declaration 74 of Elizabeth Ortiz with exhibits 4 5 Defendants' Exhibit 16 Plaintiffs' 75 Memorandum of Law in Opposition to Defendants' Hotel 57 Services 6 Motion to Dismiss the Amended Complaint 7 8 Defendants' Exhibit 17 Declaration 76 of Evan Brustein with exhibits 9 Defendants' Exhibit 19 Reply 77 Memorandum of Law in Further 10 Support of the Warner Defendants' Motion to Dismiss the Amended 11 Complaint 12 Defendants' Exhibit 20 Plaintiffs' 80 Rule 26 (A)(1)(A) Initial 13 Disclosures 14 Defendants' Exhibit 21 Plaintiffs' 83 First Supplemental Disclosures 15 16 Defendants' Exhibit 24 Defendants' 88 First Demand For Production of Documents 17 18 Defendants' Exhibit 25 Plaintiffs' 90 Responses and Objections to Defendants' First Request For 19 Production of Documents 20 Defendants' Exhibit 26 Defendants' 92 First Set of Interrogatories 21 22 Defendants' Exhibit 27 Plaintiffs' 95 Responses and Objections to Warner Defendants' First Set of 23 Interrogatories 24 Defendants' Exhibit 33 Staley 172 v FSR 0204 to 0207 25</p>	<p style="text-align: right;">Page 261</p> <p>1 2 ----- EXHIBITS CONTINUED ----- 3 Defendants' Exhibit 34 Staley 177 v FSR 0054 4 5 Defendants' Exhibit 35 Staley 182 v FSR 0086 to 87 6 Defendants' Exhibit 36 Staley 185 v FSR 0055 7 8 Defendants' Exhibit 37 Staley 188 v FSR 0056 9 Defendants' Exhibit 41 Staley 204 v FSR 0057 10 11 Defendants' Exhibit 42 Staley 204 v FSR 0088 to 89 12 Defendants' Exhibit 43 Staley v 206 FSR 0221 13 14 Defendants' Exhibit 44 FSR 0058 207 15 16 Defendants' Exhibit 45 Staley 208 v FSR 0001 17 Defendants' Exhibit 46 Staley 209 v FSR 0059 18 19 Defendants' Exhibit 50 Staley 217 v FSR 0061 20 Defendants' Exhibit 51 Staley 219 v FSR 0082 to 85 21 22 Defendants' Exhibit 28 letter 237 dated February 24, 2023 from Brustein law firm 23 24 25</p>

1 ERRATA SHEET

2 Case Name:

3 Deposition Date:

4 Deponent:

5 Pg. No. Now Reads Should Read Reason

6 _____

7 _____

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11 _____

12 _____

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19 _____

20 _____

21 Signature of Deponent

22 SUBSCRIBED AND SWORN BEFORE ME

23 THIS ____ DAY OF _____, 2023.

24 _____

25 (Notary Public) MY COMMISSION EXPIRES: _____

\$	0207 172:23 260:24	25 184:14 185:4 186:17,20 260:3	171:8,15 172:9,11,16 174:9,20,24 175:2,3, 23 176:2 177:6,23 179:18,25 181:7,10 183:13 185:5,17 186:17,20,21 187:21 188:12 189:2,9 190:18,24 191:5,10 192:9,13 193:4,9,13 194:6 196:5,8,13,15 197:9,15 198:21 199:7 200:4,8,15,20 201:23 202:24 203:11 204:7 205:20 207:3,12 208:7,22 210:4,15 236:10 243:25 245:8 258:13, 21,23,25	209 261:16 20s 222:17 224:18 20th 154:3 21 83:24 84:6 108:25 109:2 184:15 260:14 217 261:17 219 261:19 22 108:25 109:2 126:3 185:17 186:20 187:21 188:11 189:2 228 230:17,21 231:3, 6 232:12,15 233:2,24 234:4,10,21 23 133:3 254:5 237 261:21 24 88:12,13 125:22 236:7 237:2,8,17 248:23 251:12 252:5 260:15 261:21 25 84:14,23,25 85:20 86:11,18 87:4 90:12, 18 102:11 134:20 140:20 141:6 191:5, 10 212:2,15 217:12 218:24 223:3,22 227:4 231:5,22 252:25 253:4 258:21 260:17 26 80:18 82:7 83:8, 12,18 92:14,19 260:12,20 27 95:20 96:2 97:2,15 226:17 228:10 231:19 233:9 260:21 28 205:17 220:15 231:6 236:25 237:6,7 248:22 251:12 252:5 261:21 29 176:2 2:40 181:16 2:43 181:16
\$110,000 249:4	0221 206:22 207:2 261:12	16 40:12 75:6,13 126:2 185:5 260:4		
\$21,833 249:5	0261 81:20,25	17 76:11,18,23 133:16 135:17 136:9 207:3 260:7		
\$44,500 238:5,9 241:3 249:5	0262 84:17			
\$65,500 249:7	1	172 260:24		
\$913 128:16	1 84:14 93:16 94:3	177 261:3		
\$913.38 126:7	10 66:13,17,18 68:10 103:17,19 118:10 143:2,5,8,14 200:4,8 226:4,5 258:25 259:14	18 78:4 113:4		
(182 261:4		
(A)(1)(A) 80:18 82:7 260:12	103 99:4 100:20	185 261:6		
(i) 238:4	107 101:23	188 261:7		
0	10:24 30:5	19 63:6 74:24 77:15, 21 119:4 208:22 260:9	2021 12:13 84:15,23, 25 85:20 86:11,18 87:4 109:17,20 116:14,21 117:2,23 118:3,6 120:24 121:23 122:3,8,14,19 123:4,15,21 124:2,6 126:13 127:7 129:10 131:7,24 134:20 147:21 211:5,7 212:2,16 217:12 218:24 227:4 231:5, 22 258:14	
0001 81:4,16,24 82:10 208:13,17 261:15	10:31 30:5	191 258:21		
0054 177:18,22 261:3	11 70:12,18 118:9 200:15 204:7 259:15	192 258:23		
0055 185:10,16 261:6	111 258:10	1997 102:13,21		
0056 188:5,11 261:8	11236 7:23 99:16	1:05 146:20		
0057 204:3,8 261:9	114 258:11	1:59 147:3		
0058 207:25 208:6 261:13	115 258:13	2		
0059 209:23 210:3 261:16	116 258:14	2 10:2 73:6 91:9 148:6 237:23,24 250:6	2022 12:12,13 21:11 26:20 27:5 37:21 38:10 40:12 41:14 64:13 65:16 66:2,20 68:3 70:19 71:22 73:6 83:8,12,18 109:20 126:2,3,6,16 128:13,20,23 131:2 133:21 134:2 135:2, 17,19 136:9 143:8 218:7	
0061 217:7,12 261:18	11:21 78:17	20 73:20 80:16,17,23 91:3 148:9,20 151:8 153:3 174:19 177:6 183:12 236:10 260:12	2023 11:12 73:20 74:24 75:14 77:22 237:2,8,17 248:23 251:12 252:5 256:14 257:23 261:21	
0082 219:16,20 261:19	11:31 78:17	200 258:24	204 174:7 261:9,10	
0085 219:21 220:3	12 71:15,22 220:16 259:18	2012 11:7	206 261:12	
0086 182:4,8 261:5	124 258:16	2018 68:5,6 113:4 119:4	207 174:8 261:13	
0087 182:8	12:29 121:20	2019 14:17,22 19:10 103:15 114:16,25 258:11	208 261:14	
0088 205:2,8 261:11	12:36 121:20	2020 104:10 106:14 110:9,25 111:6 115:18 116:3 120:3, 19 131:7 148:9,20 149:5 158:22 159:19, 25 160:13 162:10,15, 18 164:6 168:17		
0089 205:8	12th 257:23			
0090 99:3	13 70:19 72:25 73:5 259:21			
0204 172:23 173:3 260:24	132 258:17			
0205 176:9	14 73:13,19 77:22 193:9,13 196:15 259:22			3
	142 258:19			3 67:25 68:9 148:4,7 149:3 210:4 250:6
	15 64:13 74:18,23 174:24 175:3 179:18,			

30 148:9 175:23 177:23 181:7 223:7 31 230:20 33 172:21,22 173:2,8 174:6 260:24 34 177:16,17,22 181:25 261:3 35 182:2,3,7,22 261:4 36 185:9,14,15 261:6 37 188:4,8,10 261:7 38 259:4 3:02 133:16 3:29 211:22 3:46 211:22 <hr/> 4 <hr/> 4 91:9 40 69:17 259:5 401(k) 34:22 36:2 127:17,23 128:3,8, 12,17 129:13,16 131:13 133:8 135:8 136:20 137:5,13 138:12 139:9,12,18 214:25 41 203:25 204:2,6 261:9 42 204:25 205:5,7 261:10 43 206:21,25 261:12 44 91:4 207:25 208:5 261:13 45 208:12,16 209:17 261:14 46 50:25 209:22 210:2 261:16 464 194:7,10 49 51:3 4:05 225:23 4:15 225:23 4:46 251:24	4:53 251:24 <hr/> 5 <hr/> 5 38:4,5,10 66:20 67:13 68:3 71:22 118:21 192:9,13 193:3 194:6 196:13 208:6 258:4,23 259:4 50 168:21,24 217:6, 10,11 261:17 51 51:4,10 219:14,15, 19 261:19 52 51:11 53 222:17,18 224:18 54 51:12 56 235:12,17 239:17 57 23:11,16 51:18 75:8,16 95:11 104:5 107:17 111:10 115:10,14 116:9,23 117:2,23 118:6 124:8,24 125:4,10,15 126:8,17 127:11 128:2,6,19 130:25 131:8 135:4 141:18 148:13 185:4 187:23 197:10 198:20 199:5, 15 212:9 214:12 215:10,18 216:8 217:3,21 220:18 226:23 231:24 234:21 235:18,24 236:5,20 238:12 240:21 241:25 242:7 245:7 260:5 57th 23:11,17 95:11 141:12 148:13 59 96:18,22 97:4 258:7 5:01 256:7 <hr/> 6 <hr/> 6 40:5,10 41:8 50:18 62:9 65:16 66:2 118:10 120:6 147:23, 24 221:2,6,7 259:5	60 40:11 97:21,24 99:25 100:8,19 101:6 102:4 258:9 61 111:21,25 258:10 62 114:16,19 258:11 259:6 63 115:18,21 258:13 259:9 64 116:14,17 124:7 258:14 65 99:15 124:12 135:2 258:16 259:11 655 7:22 66 132:5,9 135:7 258:17 259:14 67 142:13,17 258:19 68 191:4,9 258:21 69 192:8,12 258:23 6:30 118:9,10,21 120:7 <hr/> 7 <hr/> 7 62:11,17 63:6,10 64:8 75:14 259:6 70 106:11 200:3,7 258:24 259:15 71 259:18 718-581-6723 7:25 72 259:21 73 259:22 74 260:3 75 260:4 76 260:7 77 260:9 <hr/> 8 <hr/> 8 63:25 64:4,11 259:9 80 260:12 81st 7:22 99:16 83 260:14	85 219:16 261:19 87 182:4 261:5 88 260:15 89 205:2 261:11 <hr/> 9 <hr/> 9 38:10 65:9,15 174:8, 25 259:11 90 98:22 100:19 102:10 260:17 913.38 125:23 92 260:20 95 260:21 96 258:7 97 102:12 258:9 <hr/> @ <hr/> @bmc 10:5 @fourseasons.com 184:10 @yahoo.com 10:3 <hr/> A <hr/> a.m. 118:9,10,21 120:7 ability 32:22 226:12 229:8 241:9 abreast 198:3 Absolutely 141:16 abundance 170:18 174:20 accept 60:7 141:25 233:5 241:3 accepted 239:13 accepting 167:2 190:5 access 15:7,15,21 16:12,16,25 17:6,8, 20 18:6 142:25 144:6,19,23 145:7, 10,23 146:8,12	183:17 186:7,10 accessed 15:3 accessing 15:8 18:11 accident 13:6 account 15:4,7,8,16 16:13 17:4,5,8,21 18:6,7 30:15,23 31:8 32:3,18 34:22 137:7 183:8,12,21,25 184:8,9 186:2,6 accounting 250:7 accounts 18:12 31:13,15 32:6 33:5 183:22 184:8 accrued 126:21 144:16 accruing 128:23 129:2 accuracy 39:12 41:4 42:15 43:23 accurate 39:24 41:9 67:22 68:4 97:19 151:18 168:6,12 175:11 230:25 232:16 234:2 237:18 acknowledged 68:6 Acknowledgment 112:19 113:9 acquire 203:17 Act 195:5,10 244:15 249:6,7,16 acting 154:19 action 38:21 42:2,7 44:11,13 50:5 51:2,4, 11,12,19,22 52:4,12 53:14 55:2 62:13 63:12 65:12,19 72:12,16 91:12 93:21 97:8 110:8,11 259:8, 13 active 204:14,17,23 207:8 actively 233:11 activities 228:12 231:24
--	--	---	--	---

Acts 195:14	243:7,14,16,21 244:7 245:12	anticipate 231:15,16	assistance 145:16	93:14 94:4,13,21
actual 81:10		anticipated 211:4 232:2 234:23	assistant 15:25 103:9 106:19 107:3,5	95:2,7,12 96:4,12,16, 23,24 98:3,6,10,13, 14,16,19,22,23,25
added 57:18	Agyeman 220:13	anxiety 22:20 45:7	assume 166:24	100:3,5,7,9,16 101:7, 10,13,15 102:3,5,8
addition 186:13	ahead 45:18 160:11	anymore 31:9	assuming 82:4 95:17 123:7 124:4 155:9 156:19 169:20 170:2 171:24 184:2 198:7 201:2 232:22	104:18 105:11,24 106:5,23 107:18,24 109:3,9,11,13,25 110:23 111:4,16 113:12,14,24 114:2, 6,8,9,10,12,15 115:16 117:4,20,25 118:7,12 119:11,14, 15,18,22 120:4,15,20 121:3,7,9,11,16,18 122:4,7,15,17,21 123:5,17,22 124:3,10 125:6,7,12,17 126:9, 18 127:14,21 128:4, 14,21,25 129:6 130:3,15 131:4,10 134:22 135:10,20,23, 24 136:11,24 137:22 138:3 139:11,20,25 140:14 141:22,23 142:4,9,11 143:9,11, 12,16 145:8,13,25 146:9,18 147:12 148:5,6,23 149:23 151:4,16,20 152:25 153:10,21,24 154:13 155:15,23 156:8,25 157:8,23,24 158:3, 11,18 159:8,11,20 160:4,15 162:8,12,17 163:2,7 164:8,12 165:2,13,18 166:19, 23 167:14 168:3,9,19 173:4,11 175:4,14,19 176:6 177:10,15 179:3,8,9,11 180:3,8 181:9,12,14,18,23 183:23 184:11 185:6 186:22 187:25 189:5, 10 190:19 192:2 193:5,14 194:12 196:6,17 197:5,13 198:15 199:8,18 200:21 201:24 202:5, 25 203:13,19,22 204:19 207:15,17,20, 23 209:5 210:16 211:8,18,20,24 212:12 213:21 214:6 215:11,16,20 216:13
additional 83:18 89:16,22,25 90:7,8	albeit 190:25	anyone's 28:12		
address 7:21 11:23 14:7 15:12,19 17:11, 14 93:17 99:15,17 115:7 116:5 183:5	Alberti 16:6	apologize 34:24 109:3		
addresses 9:21 11:15,18	Alexandra 15:20,23 16:11 17:7	appeal 246:17	attached 68:9 103:20 226:2	
adequately 201:11 244:13	alive 158:9	appeared 23:21 213:13	attendant 102:17,19 184:22,23	
adjust 253:11,12	allegations 39:16,23 41:7 42:16 43:23 69:25 75:25 91:13	appears 113:10 132:11 135:17	attendants 104:21	
administrative 91:5	alleged 50:15 51:22 195:4,9	application 176:19	attending 10:9,15	
adult 224:21 225:8	allegedly 250:22	applies 243:8	attention 100:12	
advice 25:2 29:7 60:17	Allen 184:23	apply 102:6,15 142:24 144:5 243:12	attorney 5:2,5,8,10, 13,24 6:4,5 10:24 13:21 16:14,21 19:4, 12,19,23,24 20:13 21:6,15 22:10 23:18 25:2,20 27:16 29:17, 21,24 30:2,3 32:12 33:7,12,25 34:5,16 35:24 38:22 39:18 40:18 41:10,20 42:5, 17 43:4,25 44:15,25 45:9 46:8,13,16,19 48:7,15,19 49:3,10, 16,21,24 50:11,19, 21,22 51:5,7,8,13,24 52:7,16,20 53:5,10, 21 54:9,13 55:5 56:24 57:4,5 58:5,14 59:9 60:3,10,12,15, 21,23 61:7,11,17,22 62:5,18,20,21,23,25 63:4,6,22 64:7,9,15, 19,23 65:4,7 66:3,11 68:7,19 69:7,16 70:8 71:5,9,13 72:4,17 73:9 74:7 75:3,20 76:2,7,9,10,12,13,15, 17 77:11,12 78:4,5,6, 8,10,12,14,15,19 79:5 80:5,10 81:7,9 82:3 83:9,15 84:21 85:4,25 86:22,25 87:16,20 88:21 89:10,17,24 90:3,20 91:7,21 92:3,11,22	
advise 86:24 130:8 196:4 254:4	allowed 195:19 226:21 244:16 252:17	applying 144:7,15		
advised 54:19 156:11 196:14 218:4	altogether 49:2	Appointment 77:10		
advising 227:5	amended 40:6,13 41:7,12,17 50:15,20 51:21 52:13 66:25 73:23 75:9 77:18,25 147:22,25 220:25 221:2,7 230:16,20,24 232:15 233:2,25 254:6 259:5 260:6,10	approximately 102:13,21,22 103:15 148:8 194:7 205:24		
affect 149:22 150:10 228:2	amending 40:23	apps 183:16		
affected 151:2 166:7 254:21	amount 117:18 126:7 168:23 196:8 236:17 238:9 239:3 249:4	April 113:4 162:10 171:8,15 174:8,24,25 175:3,23,25 177:23 181:7,10 211:5,7 257:23		
affecting 150:14	and/or 91:13 148:15	arbitration 62:12 63:11,18 65:11,18 70:22 259:7,12		
afford 191:22	Andrew 175:24	Arbitrators 77:10		
aforsaid 256:15	annexed 68:2	ascertain 240:18		
afternoon 147:13,14	anniversaries 184:15 185:2 220:6	ascertained 251:9		
agent 103:7	announced 167:11	aspect 142:6 180:11		
agreed 53:12	answering 6:17 118:17 161:16	aspects 242:15		
agreement 43:19,20 59:20 60:5 68:2,4,8, 9,13,17 69:2,6,9,19, 23 70:3,7 103:20,25 104:4,8 199:2 226:2, 17,21 227:7 228:9 229:10 231:19 233:9, 16 235:11,14,16,25 238:13,21 239:18 242:11,12,16,19,22	answers 6:14,20 21:19 206:8	ass 98:17		
		assert 49:19		
		assigned 109:23		
		assignment 110:3		
		assist 144:7 246:7		

217:4 218:8,25 219:13 220:19 221:12 224:3,5,7,11, 12,14 225:18,20 226:4,5,14,24 227:13,15,17,19 228:18 229:11 230:8, 12 232:3,18 233:6, 14,17 234:7,25 235:6,13,15 236:12 237:20 238:14 239:15 240:9,16,24 241:6,11,17,20 242:3,8,14 243:11,18 244:9,24 245:9 246:4,10,21 247:2,13 248:15,20 249:13 250:2,4,13,19,24 251:6,15,19,21,22 252:2,9 253:19,23 254:14,22,25 255:3, 5,7 256:2,4 attorney's 60:8,17 attorney-client 21:17 57:3 59:11 86:3,6 attorneys 38:17 40:19 42:25 44:10 50:5 52:9,21 53:13 54:20 55:9 56:14,21 57:7,16 58:11 59:21, 24,25 203:5 214:9 236:22 238:15 240:18 254:3 attorneys' 58:8 62:3 attractions 210:12 audio 84:14 August 21:11 26:20 27:5 38:10 192:9,13 193:3 194:6 196:13 197:9,15 204:6 205:17,20 258:23 authority 50:9,13 217:2 authorized 241:14 aware 23:20 48:16, 20,24 49:7,15,17 52:11,15 63:15 66:23 67:3,4 72:11,14 95:9 122:13,18 123:2,9 183:19 184:6,12	192:20 193:2 204:14 213:18 214:3 242:6 245:2,5,6 250:16,21 251:12 awkwardly 13:18 <hr/> B <hr/> back 9:18 17:10 22:23 23:5 33:24 35:21 42:20 43:10,18 45:14 46:20,22 47:2, 5 49:8,25 50:3,18 64:8 70:11 78:19 82:5 92:8 94:8 100:18 102:16 103:16 118:13 127:2 130:22 131:24 134:14 138:6 147:22 148:19 151:9,10 159:6 170:8 173:9 180:24 228:4 230:16 231:19 232:2,12 233:23 235:5,14 237:22 238:20 241:23 245:11 background 161:11 bad 26:10,12,14,17 143:6 149:18 151:6 badly 225:16 bargaining 242:19, 22 243:16,21 244:7 BAS 257:5,25 based 16:10 51:25 105:25 106:12 118:11,18 119:9 141:9 151:6 157:11 163:10 167:21 189:11 211:12 213:13 220:16 233:15,20 235:23 236:19 238:11,16 249:4 252:15 basically 22:18,21 24:21 57:10 80:2 88:22 104:23 166:12 195:25 253:11,15 254:3 basis 25:19,24 26:4,6 105:15,21 118:20 120:10,14 150:23	154:15 160:19 162:22 166:5,11 178:11 Bates 98:4,8,11,20 113:13 142:18 173:2 177:22 185:16 188:11 208:5,17 210:3 217:11 219:19 220:3 Bates-numbered 113:7 132:12 174:7 182:7 204:7 205:7 207:2 batting 223:21 bearing 177:22 185:16 188:10 208:16 210:2 217:11 219:19 220:3 began 149:22 193:9 begin 11:4 beginning 81:11 101:22 126:2 148:8 154:14 175:3 176:8 177:12 197:24 235:12 252:8,13 behalf 5:4,6 39:5 41:18 42:7 49:20 50:6,10 66:7 beings 222:15 belief 97:13 154:2,9, 16,18 156:23 160:19 162:22 178:12 believed 127:5 152:11 161:2 163:22 194:4 225:16 bell 184:23,24 benefit 34:20 191:19, 24 Benefits 191:11 big 54:22 150:22 209:10 birthday 230:10,11 bit 117:6 blood 257:15 BMCC 10:10,11 11:5	boat 45:13,20 47:12, 13 48:3,6 Boland 5:5 25:2 46:13 62:25 98:16 135:23 143:12,16 224:5,14 225:20 227:17 230:8,12 250:4 born 170:15,16 Borough 10:12 bottom 67:14 81:3, 15 112:7,12,16,20 226:19 237:14 239:18 bound 242:17 Brambrut 106:25 107:16,21 109:23 110:4 143:18,21 155:24 156:11,14 245:15,21 brand 222:22 breach 110:13 break 7:7 29:25 78:11,13 100:16 114:10 121:8,15 142:12 146:19 181:13 211:19 224:2, 4,6,8 225:19,21 248:16 251:20 breaks 7:9 207:22 breeze 64:10 Brian 5:10 55:23 bringing 39:4 64:21 Broadway 210:14, 18,19,20 Bromberg 5:10,11 58:21,22 59:3 78:4,6 98:19,23 255:3 256:2 Brooklyn 7:22 87:8 99:16 brought 6:6 38:20 68:14 148:18 161:24 221:13 Brustein 5:8,9 10:24 13:21 16:14,21 19:4, 12,19,24 20:13 21:6, 15 22:10 23:18 27:16	29:17,21,24 30:3 32:12 33:7,12,25 34:5,16 35:24 38:22 39:18 40:18 41:10,20 42:5,17 43:4,25 44:15,25 45:9 46:8, 16 48:7,15,19 49:3, 10,16,21 50:11,19,22 51:5,8,13,24 52:7,16, 20 53:5,10,21 54:9, 13 55:5,15 56:2,24 57:5 58:5,14 59:9 60:3,10,15 61:7,11, 17,22 62:5,18,21 63:4,22 64:7,15,19, 23 65:4,7 66:3,11,14, 19 68:3,7,19 69:7,16 70:8 71:5,9,13 72:4, 17 73:9 74:7 75:3,20 76:2,7,10,13,17,19 77:6,11 78:8,12,15 79:5 80:5,10 81:7 82:3 83:9,15 84:21 85:4,25 86:22,25 87:16,20 88:21 89:10,17,24 90:3,20 91:21 92:3,11,22 93:14 94:4,13,21 95:2,7,12 96:4,16,23 98:3,10,14 100:3,5,9 101:7,13 102:3,8 104:18 105:11,24 106:5,23 107:18,24 109:3,11,25 110:23 111:4,16 113:12,24 114:6,9,12 115:16 117:4,20,25 118:7,12 119:11,15,22 120:4, 15,20 121:3,7,11,18 122:4,7,15,21 123:5, 17,22 124:3,10 125:6,12,17 126:9,18 127:14,21 128:4,14, 21,25 129:6 130:3,15 131:4,10 134:22 135:10,20,24 136:11, 24 137:22 139:11,20, 25 140:14 141:22 142:4,9 143:9 145:8, 13,25 146:9 148:5,23 149:23 151:4,16,20 152:25 153:10,21,24 154:13 155:15,23 156:8,25 157:8,23 158:3,11,18 159:8, 11,20 160:4,15
--	---	--	---	---

162:8,12,17 163:2 164:8,12 165:2,13,18 166:19,23 167:14 168:3,9,19 173:4,11 175:4,14,19 176:6 177:10 179:3,8,11 180:3,8 181:9,12,23 183:23 184:11 185:6 186:22 187:25 189:5, 10 190:19 192:2 193:5,14 194:12 196:6,17 197:5,13 198:15 199:8,18 200:21 201:24 202:5, 25 203:13,19,22 204:19 207:15,20 209:5 210:16 211:8, 20 212:12 213:21 214:6 215:11,16,20 216:13 217:4 218:8, 25 220:19 221:12 224:3,12 226:3,4,14, 24 227:13,19 228:18 229:11 232:3,18 233:6,14,17 234:7,25 235:6,13 236:12 237:2,8,20 238:14 239:15 240:9,16,24 241:6,11,17 242:3,8, 14 243:11,18 244:9, 24 245:9 246:4,10,21 247:2,13 249:13 250:2,13,19,24 251:6,15,21 252:9 253:19,23 254:14 255:5,7 259:14 260:8 261:22 budget 254:18 building 141:12 190:10 building's 190:16 business 10:16 33:9,11 59:16 141:2 149:25 158:15 175:9, 17 184:9 207:10,14 218:13 <hr/> C <hr/> calculated 235:23 236:22 238:17 calculating 236:6	calendar 135:16,22 136:4,5 call 26:7,8,13,15 34:18 35:20 36:16,21 45:2,3,4 52:23 85:14 87:11,19,22 129:14 154:20 205:14,17,20 219:5 called 5:19 28:18,23 46:24 130:22 136:19 138:23 159:16 calling 193:22 calls 19:14 133:24 205:22,25 capacity 119:7 care 36:5 37:18 130:12,20 178:20,25 188:23 case 49:20 50:10 55:7,21 58:13 63:16 66:24 72:9 cash 35:3,18 129:17 137:6 138:13 cashing 126:24 category 121:5 Cathy 64:2,12 259:10 caution 170:18 174:20 cease 189:15 ceased 189:8 253:6 celebrating 185:3 cell 7:24 8:2,5 186:10 certification 10:21 Certified 257:5 certify 257:8,14 cessation 167:8 Chan 184:21 185:3 220:10 change 133:9 137:20 139:4 167:10 changed 133:2 137:4,9 138:11,16 150:19 158:16	changing 8:19 9:18 150:17 187:8 characterize 140:10 charge 110:10 charging 60:2 check 27:21 183:18 186:8,9 checking 183:11 193:22 child 222:25 223:9 China 152:4 160:22 choice 241:14 choices 129:15 Chris 184:23 chug 207:24 circles 26:18 city 153:15 154:8,19, 21 155:18 156:3,17, 19 164:6 165:6 181:2 187:15 204:15 claims 39:4 49:20 50:14 52:18 53:20 54:8,12 62:13 63:11 65:12,18 68:14 91:13 195:3,8 198:24 259:7,12 clarification 153:4 clarify 30:7 46:9 class 42:2,6 44:5,8, 10 53:19 54:4 55:3 61:10,14 62:13 63:11 65:12,18 74:3 93:12 194:23 202:22 203:9 238:23 240:11 251:3 259:7,12 cleanliness 104:22 clear 109:14 121:12 137:23 162:2 228:5 clearing 18:19 closed 49:12 155:25 210:12,15,19 211:4 218:5 closing 153:15 155:8,9,17 156:16,17	closure 167:12 168:2 206:9,13,16 222:11, 12 226:13 clothes 95:16 206:18 clothing 19:8 co-counsel 257:20 co-workers 50:7 coach 223:14 coached 29:8 coaching 202:6 code 115:8 116:5 cold 24:24 37:24 collect 176:18 collected 253:5 collective 242:19,22 243:16 244:7 College 10:13 column 117:11 columns 235:19 comfortable 57:12 commencing 43:22 committed 140:24 218:12 222:16,19,22 common 161:25 163:10 communicate 32:5 94:5 215:13 communicated 174:23 233:21 communicating 197:11 communication 21:16,17 57:3 86:3,6 132:19 133:9 136:16 177:7 communications 29:13 57:9 59:12 79:7 91:11 227:3 Community 10:12 company 34:19 129:12 133:3 137:4,6 138:11,13 140:20,22	223:10,21 224:18,20 225:6,9,17 231:10 company's 186:11 Compel 62:12 63:10 65:11,17 70:14,21 259:7,12,17 compelled 63:17 compensated 253:17 compensation 13:12 94:16 111:2 115:15 117:12,18 122:6 124:7 128:20 242:23 243:5,24 244:3 245:7 253:22, 24 compensatory 249:3,11 competent 254:3 complaint 38:5,11, 19,24 39:8,17,24 40:6,13,22 41:8,13, 17 42:16 43:24 50:15,20 51:21 52:13 66:25 70:2 71:18 72:2,12,15 73:23 75:10,25 77:18,25 91:14 147:23,25 220:25 221:2,8 230:16,20,25 232:15 233:2 234:2 245:25 246:8,13 247:7 248:7 254:6 259:4,5,20 260:6,11 complete 6:16 11:3 41:8 118:20 130:18 138:2 completed 13:19 completely 7:8 253:13 completing 11:10 completion 6:15 complied 68:25 69:5,14,23 70:2,6 comply 69:10,19 164:24 165:3 computer 63:23
---	--	---	---	---

Index: concept..declaration

concept 166:15,21 concern 246:8 concerned 146:3 243:2 concerns 36:2 173:18 245:19 246:2, 14,24 concluded 13:3 conclusion 134:6 conditions 211:3 conduct 110:13 254:7 confident 29:6,12 confirm 39:12 41:4 43:23 69:22 232:12 confirming 237:16 confirms 68:16 confused 100:10 connection 20:8 30:14,17 31:2 32:19 33:6 39:15 42:14 61:6 68:12 82:22 83:20 89:4 93:4 100:2 176:23 239:5 250:18,23 251:5 connects 183:15 consequences 69:11,20 considered 105:18 231:12,25 234:22 240:3 consistent 228:16 229:9 consistently 254:18 contact 146:5 199:23 contacted 108:4 145:23 146:8 contacting 145:11 contained 67:21 235:24 contemplate 11:9 content 230:24 231:4,21 237:17	contents 97:11,12 233:25 continuation 191:18 continue 95:10 136:14 139:18 190:14 191:21,24 218:4 236:10 continued 122:14,19 123:15,20,25 153:18, 19 175:9 193:10 207:13 221:16 255:11 259:2 260:2 261:2 continues 137:13 207:9 210:24 218:11 219:20 continuing 148:9 continuous 235:20 236:4 238:11 contract 68:22 69:14 228:15 242:18 243:2, 13 contracting 166:7,8 contribute 132:3 216:23 contributed 214:21 contribution 128:8, 16 214:25 contributions 139:16 conversation 16:10 19:6 35:14 37:10 57:12 110:4 130:9 136:14 231:21 conversations 21:20 32:19,23 53:11 57:6 conversion 169:6 converted 169:2 cooperate 78:23 79:3 coordinating 172:17 coordinator 103:7 copies 62:19,24 coping 28:2	copy 64:25 68:4 76:16 80:3 85:23 257:18 coronavirus 204:14, 17,22 207:8 corporate 15:21 correct 36:7 81:13 98:13 126:10 131:11 135:21 182:19 195:11 216:9,10 217:21 218:24 219:10 232:17 234:2 243:10 245:16 248:9 250:8 correctly 16:9 42:19 corresponded 36:12 133:20,23 correspondence 24:14 37:8 79:13,16 134:8,11 135:7 142:23 146:13 183:20 184:3,7 189:16 199:23 costs 61:5,10,16 counsel 55:7 79:9 count 206:5 countries 160:23 country 149:9 150:8 160:10 253:9 COUNTY 257:4 couple 9:4 court 6:12,20 39:9 41:2 240:5 250:15 257:19 courthouse 224:23 cover 243:7 coverage 191:11,19, 22,25 COVID 28:14 126:22 150:16 170:16 COVID-19 147:16 148:22 149:5,16,21 150:10 151:2,13,19 153:9 154:11 157:4, 5,7,10,11,18,21,25 158:6,10,15 160:2,7, 14 162:11,16 163:20 164:7,20 166:17 167:3 168:7 169:3,14 173:8 175:8,16 180:6 181:22 187:19 252:8, 13 create 60:22 CRR 257:25 culture 18:19 145:15 216:16 217:20 Cuomo 175:24 current 7:21 211:2 curve 165:24 166:3, 10,11,15,16,22 181:20 cut 45:25 98:24 192:21 cutiepicknewyork2 @yahoo.com 30:24 cutiepickney2 10:2	174:8 177:23 181:6 185:16 188:11 191:5, 10 192:9,12 200:4,8 204:6 207:3 208:6 210:3 217:12 237:2,8 258:21,23,25 261:21 dates 65:24 66:4 72:20 103:14 108:23 134:3 143:6 149:12, 18,19,20 181:3,4 188:19 205:23 211:15 230:8,9 249:25 day 14:14,17 24:18 26:9,11,12,14,17 49:14 95:11 105:5 106:8,10 118:10 119:7,8 120:6 149:22 150:11,14,15,22 151:3,7 153:2,8,13 154:2 155:5,13,19 166:18 168:21 177:2, 4 187:6 222:14 256:13 257:23 day-to-day 105:21 days 26:10 118:23 119:9 120:6 145:21 148:9 168:21,22 213:19,23 214:4 dead 193:25 deal 209:10 death 187:14 December 40:12 41:13 65:16 66:2,20 67:13 68:3 70:19 71:22 73:6 74:23 83:8,12,18 210:3,15 decides 250:15 decision 13:4 35:12 52:22 54:18,19,20 131:20 136:20,21 141:2 156:3 174:21 178:18,25 179:7 189:14 246:13,19 decisions 44:11 declaration 63:25 64:12 66:14,19 67:12,22,24 68:2,16 73:2,7 74:19,25 76:19 77:6 226:3
---	--	--	--

259:9,14,21 260:3,7 decline 170:19 declined 170:13 173:10,17 174:4 dedicated 140:25 deducted 128:9 defendants 5:4,7 6:5 38:21 63:16 66:23,24 77:24 89:15,22 90:10 91:17 195:13 221:11 252:7, 12 defendants' 38:5 40:5 61:20 62:3,11 63:25 65:9,10,17 66:13 70:12,14,21 71:15,17,25 72:25 73:13,15,22 74:18 75:6,8,15 76:18 77:15,17 80:17 83:24 88:13,14 90:12,14 92:14,15 93:2 95:20, 22 96:8,18 97:10,21 111:21 114:16 115:18 116:14 124:12 132:5 142:13 172:22 177:17 182:3 185:9 188:4 191:4 192:8 200:3 204:2,25 206:21 207:25 208:12 209:22 217:6 219:15 236:25 254:7 258:6,7,9,10,11,13, 14,16,17,19,21,23,24 259:4,5,6,9,11,14,15, 16,18,19,21,22,24 260:3,4,5,7,9,10,12, 14,15,17,18,20,21, 22,24 261:3,4,6,7,9, 10,12,13,14,16,17, 19,21 defined 109:5 definite 213:14 degree 10:14,21,23 11:10 161:15,18,19 162:25 163:9 degrees 161:11 163:5 delete 29:14	deleted 26:21 27:4, 10 deleting 29:18 delivery 183:22 Demand 88:14 260:16 departing 17:21 18:7 department 104:20 153:13 213:6 departure 188:23 dependent 106:6 depends 26:9 depleted 253:13,14 deposition 7:8 23:22,25 24:4,12 109:5 232:10 describe 79:2 197:10,21 describing 119:2 description 93:21 deserve 222:13,14 determine 50:9 56:16 89:8 240:5 developed 197:25 development 198:3 devices 8:6 died 225:4 differ 105:23 106:4 difference 244:15 differently 150:4 227:23 differs 105:15,22,25 difficult 159:19,23, 25 160:6 174:21 178:17 211:2 dignified 141:3 dignity 223:16 direct 21:18 53:6 56:25 59:10 60:4 79:6 86:4 143:23 directing 60:24	100:11 direction 60:8 187:8 director 15:24,25 18:18 106:18,19,20, 24,25 107:2,3,4,5 143:24 212:23 217:20 246:6 disabled 170:14 223:8 disciplinary 110:7, 11 disciplining 110:21 Disclosures 80:19 82:7 84:2 260:13,14 discoveries 39:19 discovery 31:2 93:5, 10 discuss 22:17 60:5 245:18 discussed 47:9 103:18 211:25 251:11 discussing 252:3 discussion 96:17 173:6 212:3 245:23 dismiss 62:12 63:11 65:11,18 66:25 71:16,18,23 72:2,9, 11,15 73:14,16,21,22 75:9,18 77:17,24 259:7,12,18,19,23,24 260:6,10 disruption 150:24 distancing 175:23 179:14 186:14 divorce 8:19 doctor 162:7,9 document 38:3,9,12, 14 39:10 40:9,11,14, 19,25 51:16 54:23 62:17 63:9,13 64:5, 11,14,22 65:2,6,14, 15,20,22 66:2,10,16, 18,21 67:6,10,18 70:17,23 71:8,21 73:5,6,19,24 74:2,11, 22 75:2,5,13,19,22,	23 76:23,24,25 77:3, 5,21 80:15,22,23 81:10 82:6,18,25 83:2 84:5,8,12,13 88:11,17,22,25 89:7, 12 90:18,19,24 91:2, 3,4,9 92:19,21 93:2 96:2,5,22 97:5,24 101:22 111:25 113:11 114:19,20 115:21 116:17,18 117:11 124:16,22 125:25 128:13 132:9, 15 142:17 172:25 174:11 177:21,24 178:3,6,9 182:6,15 184:13,17,25 185:13, 15 188:10,13,14,15, 18,20 191:9,13,16 192:12,13,16,17,19 200:7,9,10,12 204:5, 10 205:4,6,9,11,12 206:8,24 208:4,8,16, 18,19 210:2,7 217:11 219:19,22,24,25 220:17,20 232:21 237:5,9,16 248:22 documentation 176:16 documents 30:16, 21,25 31:5,7 43:22 44:3 53:4 54:15 62:8 63:21 66:5 74:5,13, 14 78:24 79:4,8,12 81:24 82:21,23 83:5, 11,19 88:15,23 89:4, 16,23 90:15 91:5,10 93:9 97:21 98:2,12 99:2,5,9,24,25 100:22 101:2,18 111:22 134:25 176:18 178:14 258:9, 10 260:16,19 dollars 159:17 domain 183:21 184:9 downtown 11:24 12:6,17,24 13:4 15:9, 11,15,18 16:3 17:22, 25 18:8 108:4,5,6,7,8 109:24 drive 223:12 DST 208:22	due 8:19 173:17 duly 5:19 257:10 duplicates 113:20 dying 166:8 <hr/> E <hr/> E-U-G-E-N-I-A 199:12 earlier 109:4 127:6 143:19 221:6 early 58:19 earned 126:19 144:17 earnings 115:3 124:12,21 125:10,16, 19 128:7,11 131:2 258:16 easier 46:17 East 7:22 23:11,16 95:11 99:15 148:13 EDT 256:7 Edward 220:13 elect 191:21 elected 191:24 electing 191:18 241:14 election 139:17 electronic 80:7 101:14 144:13 Electronically 65:2, 5 elevated 103:11 eleven 100:11,14 Eli 30:11 Eli's 28:13 eligible 127:17,23 128:3,5,12 eliminations 210:13 Elizabeth 18:10,14 35:13 73:2,7 74:19, 25 85:10 130:8 132:18 145:5,9
--	--	---	---	---

<p>208:21 217:19,24 228:5,24 259:21 260:3</p> <p>email 9:21 10:3 11:14,17,23 14:7,24, 25 15:4,12,19,22 16:13 17:4,5,10,14 18:5,7 30:15 31:8 79:17 178:7,8,10 183:4,5,21,22 184:5 185:25 189:19 208:23 209:4,6,9,12, 14 210:24</p> <p>emails 32:18 80:11 183:7,25 184:5</p> <p>embarrassing 223:23</p> <p>Empact 67:25 68:4, 8,9,13,17 69:11,19, 23 70:3,6 103:19,25 104:3,7 111:21 112:11,19 113:8 199:2 226:2,17 228:9 231:19 233:9 235:10, 14,15,25 238:13,21 239:18 242:12,16 243:7,8,14,20 245:11 258:10</p> <p>employed 37:17 107:16 123:14 128:2, 6 129:20 183:10 198:20 199:5 214:20 216:17 242:7 244:17</p> <p>employee 20:14 35:8 48:12 127:13 129:24 140:25 155:4 205:13,17,20 216:18 218:18 220:22 242:23 243:8</p> <p>employees 46:23 47:13 48:16,24 49:7, 13 85:9,16 87:10 94:18,24 95:9 108:14 110:8 121:23 122:13, 19 128:19 141:18 148:12 152:19,23 153:8,18 154:10 155:12,22 158:22 169:22 170:20 171:14,23 172:5 174:3 190:24 191:23 193:2 194:7,10</p>	<p>197:11 200:16,19 201:5,6,22 202:14,17 218:13 231:9 238:24 239:4,7,11 240:21 243:21,22,23 244:6 245:2,4,6</p> <p>employer 35:4 116:8 117:2 125:4 130:2,5 131:8</p> <p>employer's 115:7 116:5,22 129:19</p> <p>employment 48:25 80:4,8 91:16,25 93:25 94:20 104:4 111:9,14 126:12,17 127:7 131:18 134:7 140:13 177:8 185:4 194:5 196:4 198:21 212:11,15 213:19 214:5,11 215:18 217:3 218:18 221:24 226:9,20,22 227:6,8, 12,25 228:11,12,16 229:2,8,9 231:23 233:5,13,20 234:6 239:12,13 240:6 244:18 252:17</p> <p>employs 130:14 242:2</p> <p>encourage 26:14</p> <p>encouraged 29:9</p> <p>end 164:4 180:15 213:14 234:16 235:12 255:10</p> <p>ending 126:3</p> <p>engagement 59:23</p> <p>engaging 56:14 57:16</p> <p>engineer 123:12</p> <p>engineering 123:11 212:24</p> <p>ensure 42:15 44:9, 11,17 54:5 104:22 183:22</p> <p>entail 110:12</p> <p>entering 157:13</p> <p>entire 44:20 81:25 100:13 137:25</p>	<p>153:12</p> <p>entirety 67:2 80:25</p> <p>entitled 198:25 199:14 222:4 227:10 238:10 239:5,8</p> <p>entity 215:9,12 216:8</p> <p>entry 157:18</p> <p>establishments 49:2 239:14</p> <p>estimated 238:2,16 248:24 250:11</p> <p>Eugenia 199:12,13</p> <p>Evan 5:8 55:14,22,25 56:2 58:19,25 66:14, 19 68:2 76:19 77:6 259:14 260:8</p> <p>event 157:14</p> <p>eventually 167:16 180:14</p> <p>everyday 223:13,15</p> <p>everyone's 54:3</p> <p>evident 163:11</p> <p>exact 17:4 182:25</p> <p>EXAMINATION 5:23 147:11 258:3</p> <p>examined 5:20 147:9</p> <p>exchange 25:6,9 135:13 138:5 142:19</p> <p>exclude 79:6</p> <p>excuse 18:20</p> <p>execution 179:21</p> <p>exhibit 38:4,5,9 40:5, 10 41:8 50:18 62:9, 11,17 63:10,25 64:4, 11 65:9,15 66:13,17, 18 68:10 70:12,18 71:15,22 72:25 73:5, 13,19 74:18,23 75:6, 13 76:18,23 77:15,21 80:16,17,23 83:24 84:5 88:12,13 90:12, 18 92:14,19 95:20 96:2,13,18,22 97:2,4, 15,21,24 99:24</p>	<p>100:8,13,18 101:6 103:17,19 111:21,25 114:16,19 115:18,21 116:14,17 124:7,12 132:5,9 135:2,7 142:13,17 147:23,24 172:21,22 173:2,7 174:6 177:16,17,21 181:25 182:3,7,22 185:9,14,15 188:4,8, 10 191:4,9 192:8,12 200:3,7 203:25 204:2,6,25 205:5,7 206:21,25 207:25 208:5,12,16 209:17, 22 210:2 214:19 217:6,9,11 219:14, 15,19 221:2,7 236:25 237:6,7 248:22 251:12 252:5 258:7, 9,10,11,13,14,16,17, 19,21,23,24 259:4,5, 6,9,11,14,15,18,21, 22 260:3,4,7,9,12,14, 15,17,20,21,24 261:3,4,6,7,9,10,12, 13,14,16,17,19,21</p> <p>exhibits 74:20 76:20 258:5 259:2 260:2,3, 8 261:2</p> <p>EXHIBITS----- ----- 258:5</p> <p>exists 60:6</p> <p>expect 94:24 95:3 221:22</p> <p>expectation 157:10, 17 167:11</p> <p>expected 157:21 160:3 194:8 196:15 211:12 218:7</p> <p>expecting 229:20 241:7</p> <p>experience 253:25</p> <p>experienced 56:21 158:5,9</p> <p>experiencing 22:20 45:7,20</p> <p>explain 32:8 59:22 161:23 162:5 225:15</p>	<p>explained 173:15</p> <p>explaining 45:6</p> <p>extend 179:16,20,24 186:16</p> <p>extended 165:16 175:22,24 176:4 186:19 187:9 196:10 211:15</p> <p>extending 211:14</p> <p>extension 186:13 187:3</p> <p>extent 21:16 86:2</p> <p>eyes 150:7 163:11</p> <hr/> <p style="text-align: center;">F</p> <hr/> <p>face 159:10,19,25 160:5</p> <p>Facebook 31:17,19 32:21 33:2,6</p> <p>facility 169:25 170:10 171:4,22</p> <p>fact 35:10 94:15 163:25 180:10 201:7 221:21 231:8,22 232:4</p> <p>facts 39:15</p> <p>factual 91:13</p> <p>failure 246:20,24</p> <p>fair 38:18,24 83:13,16 109:9 157:25 159:18, 22,24 175:16 180:7 183:2 190:23 195:2,7 197:2,6 198:23 209:21 254:4,11</p> <p>fall 180:18 181:2</p> <p>falling 180:19,22</p> <p>familiar 188:20</p> <p>families 222:15</p> <p>family 27:24,25 92:5 152:12,21 160:25 161:20 173:18 222:25 223:6,20 253:9,12</p>
--	---	--	---	--

Index: favorable..heard

favorable 44:18 February 68:5 75:14 77:22 237:2,8,17 248:23 251:12 252:5 261:21 federal 175:22 195:5, 13 fee 59:20 60:2,5 252:18 feed 222:25 feel 178:24 252:6,10 feeling 145:5 213:16 feels 223:18 fees 61:5,20 62:3 fell 13:6,9 143:8 felt 180:21 186:23,25 252:20 figure 180:14 figures 117:22 file 63:20 144:13 145:16 176:11 245:24 246:17 filed 38:19 39:9 40:22 41:2,13,17 51:22 63:16 66:6,10,24 67:7 72:19 74:5 176:13 248:9 files 65:2 71:4 80:3,8 filing 21:24 42:14 47:8 53:2 145:22 174:16 financial 62:2 financially 131:19 252:6,11 find 27:25 28:5,18,23 49:18 50:5 76:11 215:7 231:23 233:12 fine 7:8 57:4 60:12 89:14 121:17 136:4 finish 10:18 13:17 45:10 118:16 119:19 121:10 134:23 141:23 finished 46:2	fire 110:17 213:6 firm 237:3 257:20 261:22 five-minute 29:25 78:13 flatten 166:16 flattened 181:21 flattening 165:24 166:3,11,15,22 floor 103:8 fluctuates 106:12 flustered 55:18 focus 98:25 folks 85:11 209:11 follow 33:17 51:9 Follow-up 205:13 food 152:11 force 15:2 17:3 107:22,23 108:11,12, 18,21 109:16,24 214:22 foregoing 97:9 foresee 150:25 151:14 forfeit 222:23 252:17 forfeited 253:3 forfeits 222:2 229:2 forgo 241:8 form 33:9,10 94:16 101:14 112:19 113:9 114:16 115:18 116:14 122:23 142:22 196:12 222:2, 8 258:11,13,14 format 88:2 182:21 218:23 forms 131:6 formula 236:19 forward 22:24 found 48:25 56:9 144:18	Fourseasons.com 15:4 16:12 183:8,12 fourth 51:11 179:13 210:24 FRANK 257:5,25 free 228:11 Freeborn 5:3,6 6:4 258:5 freezer 152:8 frequently 197:10, 22 friends 92:5 front 19:21 63:8 64:5 103:7 147:25 150:7 163:11 178:21 179:2 226:18 FSR 5:14 81:4,16,20, 24,25 82:10 84:16 99:3 100:19 101:23 172:23 173:3 174:7,8 176:9 177:18,22 182:4,8 185:10,16 188:5,11 204:3,7 205:2,7,8 206:22 207:2,25 208:6,13,17 209:23 210:3 217:7, 12 219:16,20,21 220:3 260:24 261:3, 5,6,8,9,11,12,13,15, 16,18,19 full 7:17 136:14 138:18 174:24 fully 11:3 68:25 69:4, 14,23 70:2,6 funds 117:16 furlough 148:11,17 191:12 231:25 233:11 furloughed 14:15 231:9,12,15 233:19 234:15,18,22 future 222:3	gained 146:12 gather 20:9 83:18 93:11 gathered 26:24 82:21 83:4 89:4 93:4 gathering 39:15 93:9 gave 56:4,5 85:23 130:21 221:5 general 6:21 106:3 111:7 157:19 246:18 gentleman 55:15,16 gestures 6:21 give 15:19,21 17:10, 11 56:6 63:5 106:3 198:9 222:10,11 232:19 240:12 glitch 16:19 global 151:2,14 157:5,6,9,20 158:5,9 GM 246:22 good 5:2,25 6:2 24:6, 22 25:2 26:11 76:13 114:4 147:13,14 179:4 226:6 Googled 58:6,15 59:15 governed 244:7 government 175:22 Governor 175:24 governs 243:4 gradually 180:24 grandchild 223:2 graph 166:10 great 114:4 248:20 grew 222:16 group 42:8 44:20 guests 158:24 167:2 190:6,12 guidelines 175:23 179:15 186:14 Gurrier 28:22	guys 224:9,16,21 <hr/> H <hr/> half 47:23,24 213:7,9, 12 hall 134:18 197:18 205:14,17,20,21,25 212:2,5,10,16 218:3, 23 227:4 231:4 247:4,17 hand 257:23 Handbook 243:8 handed 38:8 97:23 178:14 handing 76:16 hands 158:23 Hang 201:18 hanging 62:22 happen 164:3 175:6 216:19 happened 37:13 131:12 164:22 167:17 197:20 happening 150:6,8 151:6 157:12 160:11, 22 162:24 163:12 164:2 166:10 180:5 187:2,6 198:4 201:12,14 211:13 hard 80:3 141:9,19 142:3 159:6 178:16 252:20 hardship 45:7 hardships 45:22 harmed 252:7,12 head 53:17 236:23 headache 24:18 health 178:20,25 188:23 hear 27:24 84:9 85:3 187:6 192:5 heard 28:6,19,23 29:5 37:6 47:6 84:24 108:6 122:22 123:6
--	--	--	---	--

<p>130:23 149:6 169:4 198:17 226:8 244:2,4 245:10</p> <p>hearing 91:6 193:21, 24 198:6</p> <p>held 85:7 103:2</p> <p>helpful 136:2</p> <p>helping 163:24</p> <p>hereinbefore 257:10</p> <p>hereunto 257:22</p> <p>high 106:11 187:13, 14</p> <p>hire 33:21 91:15 107:2 110:17</p> <p>hired 102:18</p> <p>hold 102:23 232:8</p> <p>holidays 106:8</p> <p>Holmes 22:5 23:21, 24 24:3 26:6,22,25 41:23 58:4,9 91:19, 24 95:5 250:22</p> <p>home 14:23 42:18 47:17 63:21 107:15 126:20,23 141:3 149:2 150:16,18,21 151:8 152:8,9,10,15, 17,18,20,22,24 153:6,8,12,20 154:3, 7,11,21,22 155:5,13, 17,22 156:11,24 158:14 164:19,23,25 165:6,9,12,16 167:16,19 170:15 174:15 175:25 176:4 179:15,21 186:14 193:20 195:15 196:8, 9 223:12,20</p> <p>honest 12:9 140:21 197:16</p> <p>hope 166:14,20 167:25 168:4 174:23, 25 175:5 180:20</p> <p>hopeful 180:21</p> <p>hospitality 33:17 175:10,12 207:9,12</p> <p>hotel 12:17,24 15:15 20:19 23:15 27:15</p>	<p>28:6,19 30:10 33:19, 23 34:10,15 45:4 46:25 47:14 48:12 49:9,11,13 75:8,16 80:4,9 85:9 91:16,25 93:25 94:7,11,19,20, 24 95:6,10,14 102:7, 19,24 104:5,11,22 107:17 110:6 111:7, 9,15 115:10,14,15 116:9,22 117:2,23 118:6 120:3 121:23 122:14,19,20 123:3, 15,21 124:2,8,24 125:4,9,15 126:8,17 127:11 128:2,6,19,24 130:25 131:8 134:7 135:4 139:23,24 140:2,11 141:4,18 143:22 148:13,15,16 152:23 153:6,7 154:10,18 155:4,8,9, 12,16,24 156:16,17, 24 158:15,22 167:2, 10,12 169:2,8,12,18, 23 170:2,9,21 171:8, 14,21,23,25 172:2,6, 9 173:10 174:3,19, 22,24 175:2 177:3,7 178:18 179:17,24 181:8 182:18 183:7 185:4 186:17,18,19 187:23 188:25 189:3, 8,17,21,24 190:3,5, 14,18,24,25 191:19, 24 196:3,5 197:2,10 198:20 199:5,15 200:16 201:22 202:12,24 203:3 206:9,12,15 211:3 212:9 214:11 215:10, 18 216:8 217:3,21 218:4,5 219:7 220:18 226:9,12,13,23 227:3,4 231:24 233:5,12 234:21,24 235:3 236:5 238:12, 24 239:8,12 240:8, 14,21,22 241:3,5,9, 16,25 242:7,24 245:7 246:18 260:5</p> <p>hotel's 169:5 171:3 177:9 178:24 211:6</p> <p>hotels 5:15 33:14 48:17,25 49:6 75:17</p>	<p>129:14 153:18</p> <p>hour 118:23 121:14</p> <p>hourly 120:9,14,16</p> <p>hours 118:5,8,22,24 119:3,6,8 120:2,5,17, 21,25 121:4 124:20 125:22 150:20 168:18,20,21,24 171:7,9,10,12,13,17, 18 172:4 222:19</p> <p>house 87:6,7 244:18</p> <p>household 161:21</p> <p>housekeeping 12:21,23 103:8,9,10, 12 104:13,20 106:19 107:2 110:8,18,21 111:3 119:7 122:2,3 153:13 169:17 171:2 172:18 184:24</p> <p>housemen 28:11 104:22</p> <p>housing 169:3,6,13, 19,24 170:10,22 171:4,21 172:2 173:13 178:20,25 189:4,9,15 202:13</p> <p>human 15:25 222:15 245:25 246:2,7,13,19</p> <p>hundred 159:17</p> <p>hurtful 223:23 225:15</p> <p>hurts 225:16</p> <p>husband 193:19,25</p> <p>Hwang 64:2,12 259:10</p> <hr/> <p>I</p> <hr/> <p>I-V-E-Y 7:20</p> <p>idea 15:20 167:22,24 224:10,16 233:4</p> <p>ideas 33:20</p> <p>identical 113:10</p> <p>identification 38:7 40:7 62:15 64:3 65:13 66:15 70:16</p>	<p>71:19 73:3,17 74:21 75:11 76:21 77:19 80:20 84:3 88:16 90:16 92:17 95:24 96:20 97:22 111:23 114:17 115:19 116:15 124:14 132:7 142:15 172:24 177:19 182:5 185:11 188:6 191:7 192:10 200:5 204:4 205:3 206:23 208:3,14 209:24 217:8 219:17 237:4</p> <p>identified 82:24 85:15 148:10,16 217:19 221:3 232:14</p> <p>identifiers 82:9</p> <p>identifies 75:24 116:8 128:11 184:14 194:6 220:15 248:24 249:3</p> <p>identify 9:21 18:16, 17 40:16 54:25 55:12 58:11,16 79:11 88:19 93:17 94:2 106:21 114:22 115:24 116:20 124:18 132:17 142:21 174:13 176:18 184:16,19 220:5,8 249:20</p> <p>identifying 124:7 135:3 185:2</p> <p>imagine 224:17</p> <p>impact 175:9 180:10</p> <p>impacted 175:12,17</p> <p>impacting 166:18</p> <p>implementing 110:7,11</p> <p>important 6:13</p> <p>impression 234:19</p> <p>inappropriate 163:4</p> <p>include 59:11 255:12</p> <p>included 194:7 243:14,15</p> <p>includes 208:24</p>	<p>including 91:14 167:20 194:8 257:20</p> <p>income 228:22 253:4</p> <p>incorrectly 42:23</p> <p>increases 111:3</p> <p>incur 62:2</p> <p>incurring 61:5</p> <p>indefinite 148:17</p> <p>indefinitely 138:21 222:7</p> <p>independent 58:2, 10 59:2</p> <p>independently 79:11</p> <p>indicating 101:21</p> <p>individual 127:25</p> <p>individual's 184:16</p> <p>individually 41:18</p> <p>individuals 46:5 48:5 56:17 69:14 94:2 105:9,13,20 110:17 120:12,18 121:2 123:2,14,20 153:17 194:24 198:19 199:4 220:5 240:21 242:6</p> <p>individuals' 44:22</p> <p>industries 175:18</p> <p>industry 33:17 175:10,12 207:9,12</p> <p>infant 170:15</p> <p>infection 187:13</p> <p>inform 196:7 197:6 216:16 221:15 249:23</p> <p>information 30:25 36:7 39:16 42:15 67:21 78:24 79:4 82:22 83:19 89:23 90:8 93:4,11,19 97:13 127:16 129:9, 22 130:7 190:21 198:8,10 203:5,7,15 219:9 227:22 235:24 240:19</p>
---	---	---	--	---

informed 35:7,9,10 42:19,20 129:23 132:24 195:22 196:19 197:24 212:22 214:15 215:6 221:19 informing 174:16 infrastructure 218:6 infrequently 197:22 initial 38:19,23 57:12 80:18 81:25 82:7 90:6 165:11 173:19 179:21 220:24 260:12 initially 37:5 153:25 173:14 197:7 injured 13:9 injuries 253:18 injury 13:15,23 14:2 254:9,12 inquiring 206:11 inspections 111:19 Instagram 31:18,25 instances 209:8 interaction 111:20 interactions 111:13 interest 53:19 54:3,8 interested 257:17 interests 44:12,22 46:7 54:5 55:3 203:12 internal 32:7 33:5 191:4,9 246:8 258:21 International 5:14 interpreted 227:22 228:7,8 229:4 interrogatories 92:15 93:3 95:23 96:9 97:11 260:20,23 interrogatory 93:16 94:3 interrupt 109:4 130:19	interview 29:8 introduced 58:20, 23,24 investigation 58:3, 10 59:3 involve 57:3 involved 21:17 44:19 involves 86:2 iphone 183:14 IRA 137:7 138:14 issue 164:22 issued 115:14 125:10 130:25 issuing 164:18 items 250:6 Ivey 5:1,9,12,25 6:1 7:1,13,20 8:1 9:1,18 10:1,17 11:1 12:1 13:1 14:1 15:1 16:1 17:1,18 18:1 19:1 20:1 21:1 22:1 23:1 24:1 25:1 26:1 27:1 28:1 29:1 30:1,7 31:1,21,23 32:1 33:1 34:1 35:1 36:1 37:1 38:1,2,8 39:1 40:1,8 41:1 42:1 43:1 44:1 45:1,8 46:1 47:1 48:1 49:1 50:1 51:1 52:1 53:1 54:1,24 55:1 56:1 57:1 58:1 59:1 60:1,23 61:1 62:1,16 63:1,8 64:1 65:1 66:1,17 67:1,13 68:1 69:1 70:1,17 71:1,20 72:1 73:1,4,18 74:1 75:1,12 76:1,22 77:1, 20 78:1,21 79:1,10 80:1,14,21 81:1 82:1, 5 83:1,22 84:1,4,10 85:1 86:1 87:1 88:1, 10 89:1 90:1,17 91:1, 8 92:1,18 93:1 94:1 95:1,25 96:1,21 97:1, 4,23 98:1 99:1,6 100:1,18 101:1 102:1,6 103:1,18 104:1 105:1 106:1 107:1 108:1 109:1,15 110:1 111:1,24 112:1	113:1 114:1,18 115:1,20 116:1,16 117:1 118:1 119:1,21 120:1,2 121:1,22 122:1,18 123:1 124:1,15 125:1 126:1 127:1 128:1 129:1 130:1 131:1,12 132:1,8 133:1 134:1 135:1,16 136:1,6,8 137:1 138:1 139:1 140:1,8 141:1 142:1, 16 143:1 144:1 145:1 146:1 147:1,13,24 148:1 149:1 150:1 151:1 152:1,13 153:1 154:1 155:1 156:1 157:1,16 158:1 159:1 160:1 161:1,10 162:1 163:1 164:1 165:1 166:1 167:1 168:1 169:1 170:1 171:1 172:1,25 173:1,7 174:1,10 175:1 176:1 177:1,20 178:1 179:1 180:1 181:1,19 182:1,6 183:1 184:1 185:1,12,14 186:1 187:1 188:1,9 189:1 190:1 191:1,8 192:1, 11 193:1 194:1,3,22 195:1,2 196:1 197:1 198:1 199:1 200:1,6 201:1,15 202:1 203:1 204:1,5 205:1,6 206:1 207:1 208:1,4, 15 209:1,25 210:1 211:1,25 212:1 213:1 214:1 215:1,24 216:1,25 217:1,10 218:1 219:1,18 220:1,24 221:1 222:1 223:1,25 224:1 225:1 226:1,7 227:1 228:1 229:1,6,23 230:1,2, 15,23 231:1 232:1,7 233:1,23 234:1,20 235:1,19 236:1 237:1,6 238:1,2 239:1,20 240:1 241:1,13 242:1 243:1 244:1 245:1 246:1 247:1 248:1,17,21 249:1 250:1 251:1 252:1,3 253:1,16 254:1,5,23 255:1	256:1,5,10 258:4 Ivey-williams 112:4, 13 <hr/> J <hr/> jacket 24:25 Jamaica 223:7 January 73:20 74:24 104:10 106:14 110:9, 25 Jim 5:5 job 29:5 54:4 102:7 139:22 228:21,22 253:10 jog 143:15 jogs 77:2 joined 224:18 joke 26:17 July 126:2,3,6,16 128:12,20,23 131:2 135:2 186:17,20 200:4,8,15,20 201:23 202:24 203:11 220:15 258:25 junction 231:7,14 234:17 253:14 June 84:14,23,25 85:19 86:11,18 87:4 134:20 179:18,25 188:11 189:2,6,9 190:18,23 191:5,10 212:2,15 217:12 218:24 227:4 231:5, 22 258:21 jurat 255:12 jurisdiction 256:15 justice 225:3 <hr/> K <hr/> K-9 159:15 Kathryn 5:3 6:3 keeping 193:22 198:3 206:5	kind 22:20 26:9 43:13 94:8 199:22,23 knee 13:10 knew 94:6 168:5 247:15 knowing 200:23 202:9 knowledge 39:25 93:19,22 97:13,19 99:20 193:6 237:19, 21 238:16 243:17 <hr/> L <hr/> labeled 124:22 labor 58:15 lack 245:19 lady 217:16 laid 193:13,16 196:24 197:3,7 199:21 234:9,11,13 lasted 161:4 late 211:5 law 5:9,11 44:18 62:14 65:10,16 70:13,20 71:16,24 73:14,21 75:7,15 77:9,16,23 195:19 213:18,22 214:7 221:15 237:3,8 259:8,11,16,19,23 260:5,9 261:22 lawsuit 6:6 20:8,24 21:24 27:2 29:20 30:14,18 32:19 33:6 38:20 39:2 40:23 42:11,14 43:22 47:8 52:5 53:20 61:6,21 62:4 63:21 64:20 66:6 68:12 74:6 78:23 79:12 82:22 83:5,20 89:5 91:6 93:5,10,13 94:10,14 100:2 101:3 145:22 176:23 195:3,8 198:24 221:2,13 236:19 238:23 239:5 240:5 246:25 247:8, 12,14 248:8,25
--	---	---	---	---

<p>249:12 250:18,23 251:4,5,14</p> <p>lawyers 21:20 55:20 58:15</p> <p>lay 161:25</p> <p>layoff 181:7 187:22 192:23 193:9 196:14 232:6,9 239:25</p> <p>layoffs 194:7</p> <p>leader 28:4 223:13</p> <p>learn 95:4 147:15 189:14</p> <p>learned 148:22,25 149:4,16 167:7 169:5</p> <p>leave 118:22,24 120:8 131:17 138:20 155:25 156:2</p> <p>leaves 215:4</p> <p>leaving 153:14 233:4</p> <p>left 134:13 153:2 154:3 155:19 193:20 213:15,24 252:19</p> <p>legal 43:16 61:20 74:17 91:6 203:16 254:2</p> <p>length 163:19,21 167:12</p> <p>letter 59:23 137:18 139:3 174:14 178:15 179:19 181:6 187:22 189:11,12,16,18,19, 20 190:13 192:8,12 193:3,8 194:6,11 196:20 200:3,8,18, 22,25 201:21 202:7 204:6 207:5 208:7,10 210:6,9,10 212:17 214:10,13 215:21 217:14,16,23 218:2, 11,14,15,16,19 236:25 237:7,18,23 248:22,23 249:3,17 251:11 252:5 258:23, 24 261:21</p> <p>letters 197:12,18 207:18</p> <p>letting 139:15</p>	<p>level 190:25 223:24</p> <p>leveling 166:13</p> <p>levels 218:13</p> <p>Li 184:22</p> <p>life 149:22 150:11,15 151:3 166:18 223:8 224:21 225:8</p> <p>light 133:4</p> <p>limit 21:19 56:25 59:10</p> <p>limitation 91:15</p> <p>lines 178:21 179:2</p> <p>Linkedin 31:17,22 32:9,15,17 33:10</p> <p>list 39:19 89:13 208:23</p> <p>listed 125:15 184:17 220:6 250:6</p> <p>listen 119:23 215:25 228:4</p> <p>listened 86:15,17 230:3,4,7</p> <p>lists 99:15 115:10 116:22 117:18,21 124:24 125:22 131:7 184:15 238:4</p> <p>litigation 63:17</p> <p>live 253:12,13 254:19</p> <p>lives 161:21 222:16</p> <p>living 252:15 253:7</p> <p>Liz 132:24</p> <p>LLC 75:16,17,18 104:5 107:17 111:10 115:11,14 116:9,23 117:3,24 118:6 124:8,25 125:4,10,15 126:8,17 130:25 131:8 135:4 198:20 199:5 212:10 215:10 216:9 217:3,21 220:18 226:23 231:24 236:5 242:7</p> <p>locate 79:11 100:2</p> <p>located 22:15 23:11</p>	<p>87:3,12,19 101:2 148:13</p> <p>location 12:7 81:20 131:22</p> <p>lockdown 154:22 156:19,20,21</p> <p>locker 206:19</p> <p>log 85:10</p> <p>long 14:8 17:16 24:18 45:15 102:9 103:4 107:11 119:20 126:23 141:8 142:3 160:13,16 161:3,5 162:11,13,15,19 163:22 165:5,8,11 167:24 168:7,13,16 180:13 198:18</p> <p>long-term 201:14 220:22</p> <p>longer 35:7,17 119:9 128:2 129:20,23 133:2 158:23 186:10 216:5,23</p> <p>looked 42:22 43:2,6, 18 56:3,19,20 57:10 59:6,13,15,16</p> <p>losing 244:18</p> <p>loss 254:10,13</p> <p>lost 27:23,25</p> <p>lot 74:12,13,16 85:16, 17 87:10 119:12 216:4 219:5</p> <p>lots 62:8</p> <p>love 141:15,16</p> <p>loved 225:7,8</p> <p>loyal 140:24 222:21</p> <p>luck 24:6,22</p> <p>lunch 21:23 22:6,12 146:20</p> <p>Lundy 5:2,3,24 6:3 19:23 25:20 30:2 46:19 49:24 50:21 51:7 57:4 60:12,21 62:20,23 63:6 64:9 76:9,12,15 77:12 78:5,10,14,19 81:9</p>	<p>91:7 96:12,24 98:6, 13,22,25 100:7,16 101:10,15 102:5 109:9,13 113:14 114:2,8,10,15 119:14,18 121:9,16 122:17 125:7 135:25 136:3 138:3 141:23 142:11 143:11 146:18 147:12 148:6 157:24 163:7 177:15 179:9 181:14,18 207:17,23 211:18,24 219:13 224:7,11 225:18 226:5 227:15 235:15 241:20 248:15,20 251:19,22 252:2 254:22 256:4 258:4</p> <p>lying 225:13</p> <p>Lyneate 220:13</p> <hr/> <p style="text-align: center;">M</p> <hr/> <p>made 44:12 139:17 141:2 152:7 160:24 174:20 178:17 214:25 215:2 223:19</p> <p>mail 32:7 33:5 79:23, 24 138:22</p> <p>mails 79:19,21</p> <p>maintain 9:22 31:12, 16 64:25 71:3 80:3,7 190:15 253:8</p> <p>maintained 190:24</p> <p>maintaining 190:9</p> <p>maintains 32:22</p> <p>maintenance 218:6</p> <p>major 150:24 210:11</p> <p>make 11:2 13:19 35:12 52:22 54:18,20 60:13 98:15 109:11 129:16 131:20 136:19 139:16 149:19 223:8 241:14</p> <p>makes 47:12</p> <p>making 54:18 78:6 152:20,22 179:7</p>	<p>252:15 253:4</p> <p>manage 105:21</p> <p>managed 120:13</p> <p>management 10:16 131:15</p> <p>manager 12:21,23 14:8 103:9,10,12 104:11,14 105:19 110:6 111:7 119:4 246:18</p> <p>managers 119:5,6</p> <p>manages 34:19 129:13</p> <p>mandate 154:8,23</p> <p>mandated 154:21 155:8,18 156:2,17 221:15</p> <p>Manhattan 10:12 22:16</p> <p>manner 141:3</p> <p>Mapp 220:10,14</p> <p>March 14:14,20,22 19:10 111:6 133:3 148:9,20 151:8 153:2 158:22 159:19,25 160:13 164:6 168:17 172:9,11,16 174:19 177:6 183:12 193:9, 13 196:5,7,15 198:21 199:7 236:10 243:24 245:8</p> <p>Maribel 220:10</p> <p>Marie 28:22 30:12 47:3</p> <p>marked 38:3,6,9 40:6,9 41:8 62:14,17 63:9 64:2,6,11 65:13, 15 66:15,17,18 70:15,18 71:19,21 73:3,5,16,19 74:20, 23 75:10,13 76:20,23 77:19,21 80:15,19,22 81:24 84:2,5 88:11, 15 90:15,18 92:16,19 95:23 96:2,19,22 97:22,24 99:24 100:19 111:22,25 114:17,19 115:19,21</p>
---	--	--	--	--

<p>116:15,17 124:13 132:7,9 135:2 142:14,17 172:23 173:2 177:18,21 182:4,7 185:10,13,15 188:5,10 191:6,9 192:9,12 200:4,7 204:3,6 205:2,5,7 206:22,25 208:2,5, 13,16 209:23 210:2 217:7,11 219:16,19 237:3,6,7 248:22</p> <p>market 211:3</p> <p>marketing 33:19,20</p> <p>marking 81:16</p> <p>markings 81:3,4</p> <p>marriage 8:25 257:15</p> <p>married 8:15 194:2</p> <p>mask 159:10</p> <p>masks 159:5,13,14, 19,25 160:5 164:14</p> <p>matter 31:3 36:13 37:2 41:23 55:10 56:15,18,21 59:5 64:17 78:22 82:2 89:9 91:12 92:10 93:6,20 252:4 257:16,17</p> <p>matters 254:2</p> <p>Maya 55:14 56:2 58:19,25</p> <p>Meaning 114:6</p> <p>means 59:22 152:18 172:10 189:17,24</p> <p>meant 24:21 114:14 156:7,13 190:8</p> <p>mechanism 32:10</p> <p>media 31:13,15 32:6 167:22</p> <p>medical 173:14</p> <p>meeting 84:15,22,25 85:6,7,14,20 86:13, 19,23 87:4,11,22 88:2 123:10 134:12, 14,16,18 198:9 212:18,19 213:11,16</p>	<p>218:24 231:5 233:22 247:4,16,17,18</p> <p>meetings 177:13,14 197:18 198:18</p> <p>member 27:23,25 161:20</p> <p>member's 53:19</p> <p>members 27:20,24 28:3,10,16 55:3 93:24 110:21 122:2 169:16 242:2 243:9</p> <p>Memo 191:5,10 258:21</p> <p>Memorandum 62:13 65:9,16 70:13,20 71:16,24 73:14,21 75:7,15 77:9,16,23 259:8,11,16,18,23 260:5,9</p> <p>memorize 54:16,21, 22,23</p> <p>memory 77:3 143:15 204:21 226:6</p> <p>mentioned 46:24 47:4 57:23 213:2,11</p> <p>message 25:11 29:14 32:10 36:9,13, 15,18 37:2 132:18 133:14 135:19 144:8 145:17</p> <p>messaged 27:14</p> <p>messages 19:15 20:6,9 26:21,25 27:5, 11 29:20,23 32:23 33:5 91:19,24 92:9</p> <p>middle 130:16 137:17</p> <p>midtown 16:2 18:20 20:19 23:8,10,16 28:4 33:14,22 45:3 47:16 69:18 85:9 128:7 139:24 152:20 154:18,19 194:18 195:17 215:6 221:20, 25 222:5 232:5 252:23</p> <p>migrated 223:7</p>	<p>million 225:9,11</p> <p>mind 52:9 74:17 96:15</p> <p>minimum 168:24</p> <p>minute 25:17,21 63:5 76:8 97:25</p> <p>mischaracterization 54:14</p> <p>misinterpreted 226:11</p> <p>misunderstood 231:21</p> <p>Mm-hmm 6:18 10:19 51:20 84:18 99:14 112:21 127:9 131:5 132:23 136:18 138:19 148:2 156:12 176:10 205:15 230:22 231:2 233:3</p> <p>Moin 28:18 30:10 46:24</p> <p>moment 48:13 82:15</p> <p>monetary 250:16,21 254:9</p> <p>money 117:19 122:11 127:23 138:20 214:16,17,21, 23,24 216:23 244:5</p> <p>monies 129:16</p> <p>month 12:8 21:8 22:8 34:17 37:22,23 163:18 178:17</p> <p>months 107:14 193:11</p> <p>moonlight 226:22 227:11</p> <p>moonlighting 226:19 228:10,20</p> <p>morning 5:2,25 6:2 24:5 25:10,18 27:8</p> <p>morphed 196:23</p> <p>mother 28:13</p> <p>motion 62:12 63:10, 15 65:11,17 66:25 70:14,21 71:16,17,</p>	<p>23,25 72:9 73:14,15, 20,22 75:9,17 77:17, 24 259:7,12,17,18, 19,23,24 260:6,10</p> <p>motions 72:11,15</p> <p>motto 141:4 223:12</p> <p>move 136:13 163:6 176:25 185:8 208:11 216:23</p> <p>moved 211:7,9</p> <p>moving 22:24 129:25 222:11</p> <p>multiple 133:24</p> <p>Mylonas 184:24</p> <hr/> <p style="text-align: center;">N</p> <hr/> <p>named 20:23</p> <p>names 8:13,20 27:18 28:12,15 56:5,7,10 57:18,19 58:8 85:12 184:16 202:19</p> <p>Narratives 216:3</p> <p>natural 154:24,25 207:22</p> <p>nature 243:5</p> <p>needed 15:19 19:7 37:5 39:20 90:7 105:4 118:19 126:23 150:21 203:5 213:4</p> <p>news 149:7 151:12, 15 169:4 187:7</p> <p>newsletter 182:11</p> <p>newsletters 182:18 183:3 197:12</p> <p>Nieves 220:13</p> <p>no-fault 198:25 199:14 227:10 235:9, 21,23 236:6,17 238:5,9 239:3,8,19, 21 240:2,3,14 241:4, 15 245:20 246:3,9, 14,20,24 248:8 249:5</p> <p>non-union 171:14 243:20 245:3</p>	<p>noncompliance 110:14</p> <p>normal 168:22 180:24</p> <p>Notary 5:20 147:8 256:18 257:6</p> <p>note 149:20</p> <p>noted 256:7</p> <p>notice 47:17 61:13 62:11 63:10 71:15,23 73:13,20 127:24 128:16 196:12 212:14 213:20,23,25 214:5,11,18 215:17 216:20 222:8,10 259:6,18,22</p> <p>notices 61:16 245:3</p> <p>notified 201:11,13 244:13,14,21</p> <p>notify 197:3</p> <p>November 64:13 208:22</p> <p>number 7:24 10:2 17:17 81:19 84:14,16 91:4 93:18 98:20,24 113:13 168:18 173:3 177:22 185:16 188:11 193:10 195:20 208:6 210:3 217:12 219:20 220:3 221:6,14,17</p> <p>numbered 98:12</p> <p>numbers 8:3 98:5,9 142:18 166:6 180:18, 21,25 187:13 208:17</p> <p>nurses 203:4</p> <p>NYF 208:22</p> <hr/> <p style="text-align: center;">O</p> <hr/> <p>oath 6:9</p> <p>object 53:6 56:25 101:8</p> <p>objection 16:14,21 19:4,12 20:13 21:6, 15 22:10 23:18 27:16 29:17,21 32:12 33:7,</p>
--	---	--	--	--

12:25 34:5,16 35:24 38:22 39:18 40:18 41:10,20 42:5,17 43:4,25 44:15,25 46:8 48:7,15,19 49:3, 10,16,21 50:11,19 51:5,24 52:7,16,20 53:21 54:9,13 55:5 58:5,14 59:9 60:3,10, 19 61:7,11,17,22 62:5 63:22 64:15,19, 23 65:4,7 66:3,11 68:7,19 69:7,16 70:8 71:5,9,13 72:4,17 73:9 74:7 75:3,20 76:2 77:11 79:5 80:5, 10 82:3 83:9,15 84:21 85:4,25 86:22, 25 87:16,20 88:21 89:10,17,24 90:3,20 91:21 92:3,11,22 93:14 94:4,13,21 95:2,7,12 96:4 100:3 102:8 104:18 105:11, 24 106:5,23 107:18, 24 109:25 110:23 111:4,16 113:12 115:16 117:4,20,25 118:7 120:4,15,20 121:3 122:4,7,15,21 123:5,17,22 124:3,10 125:6,12,17 126:9,18 127:14,21 128:4,14, 21,25 129:6 130:3 131:4,10 135:10,20 136:11,24 137:22 139:11,20,25 140:14 141:22 142:4,9 143:9 145:8,13,25 146:9 148:23 149:23 151:4, 16,20 152:25 153:10, 21,24 154:13 155:15, 23 156:8,25 157:8,23 158:3,11,18 159:8, 11,20 160:4,15 162:8,12,17 163:2 164:8,12 165:2,13,18 166:19,23 167:14 168:3,9,19 173:4,11 175:4,14,19 176:6 177:10 179:3,8,11 180:3,8 181:9,23 183:23 184:11 185:6 186:22 187:25 189:5, 10 190:19 192:2 193:5,14 194:12	196:6,17 197:5,13 198:15 199:8,18 200:21 201:24 202:25 203:13,19,22 204:19 207:15 209:5 210:16 211:8 212:12 213:21 214:6 215:11, 16,20 216:13 217:4 218:8,25 220:19 221:12 226:14,24 227:13,20 228:18 229:11 232:3,18 233:6,14,17 234:7,25 235:6 236:12 237:20 238:14 239:15 240:9, 16,24 241:6,11,17 242:3,8,14 243:11,18 244:9,24 245:9 246:4,10,21 247:2,13 249:13 250:2,13,19, 24 251:6,15 252:9 253:19,23 254:14 objections 90:13 95:21 96:8 97:10 260:18,22 obligation 46:6 78:23 obligations 62:2 69:2,5 obtain 159:10 obtained 257:19 obvious 45:6 254:20 occupancy 106:2, 11,13 occur 198:14 occurred 84:25 135:14 196:14 212:2 occurring 86:19 87:4 October 102:10 208:6 odd 136:21 137:8 138:15 Odeth 29:3 30:13 office 5:11 103:7 246:2 Olive 5:9,11 7:20 8:14,17,23 9:3,12	12:3 17:19 31:21,23, 24 67:12 112:4,12,22 132:10,22 133:6,8 136:17,22 138:7,23 145:4 191:5,10 238:2 256:10 258:4,21 Olive.ivey 10:4 olive.ivey@bmcc 10:5 olive.rodriquez@ fourseasons.com 14:7 Olive.rodriquez@ fourseasons.com. 11:21 oliveivey26 32:3 Olivemivey26 32:2 olivemivey@gmail. com 30:16 olivemivey@gmail. com. 9:25 183:6 186:4 OM 99:12,19 one's 227:15 online 56:3,19 57:11 58:6 59:6,17 159:15, 16 open 140:12 170:3 231:17 open-ended 48:2 opened 45:5 139:23 140:2 219:7 opening 28:7 46:25 operate 190:14 operated 169:13,18 operating 169:24 170:10 171:21 operation 167:8,10, 13 170:22 171:3 174:24 177:9 202:12 operations 104:20 158:16 174:19,22 175:3,17 178:19 179:17,25 186:17,20 188:25 189:3,22,24	190:3,5 operator 103:3,5 opinion 140:21 opportunity 142:2 171:2 173:9 Opposition 65:10,17 75:8,15 77:9 259:11 260:5 opted 127:4 244:3 option 35:3,18 108:15 126:24 129:18,25 131:16 132:2 137:5 138:12 139:13,15 170:12 173:15,16 214:16 222:10 options 137:5 138:11 order 164:22,24 165:12 175:25 186:15 orders 164:19 165:6, 9,16,20,22 176:4 179:15,21 187:15 organization 140:25 141:15 Ortiz 18:10,14,22 19:16 20:3,6,10 27:11 35:13,22 36:13 37:2,12 73:2,7 74:19, 25 85:10 95:16,18 123:13,20,25 130:8 132:19 135:8 136:15 145:11,23 208:21 217:20,24 229:7 231:6 232:6 252:16 259:21 260:3 outcome 44:17 257:17 outlined 238:12 252:4 outlines 176:9 overnight 163:13 overseas 151:7 oversee 105:4 oversight 209:16	owed 124:20 <hr/> P <hr/> p.m. 118:9,10,21 133:17 146:20 147:3 256:7 pack 153:14 156:2 159:17 pages 71:24 98:4 100:11,14,19 101:5, 6,9 112:2 113:18 132:12 235:11 paid 120:9,13 121:23, 24 122:3,11 123:8 125:15 126:15,23 127:4,11 142:24 144:5 214:24 241:7 248:7 pain 98:16 painful 140:23 Pamela 220:10,14 pandemic 14:17,21 27:20 122:9 126:20 140:22 147:16 148:22 149:5,16,21 150:10 151:2,13,14, 19 155:5,14 156:20 157:5,7,12,20 158:2, 6,9,15,17 160:2,14 161:23 162:3,11,16, 18 163:20 164:7,20 166:17 167:3 168:8, 13,16 175:9,12,17 187:4,11 199:24 211:11,13 paper 117:9 papers 161:24 162:4 paragraph 67:25 68:9 112:4 148:4,6 149:3 174:18 175:7, 21 178:15 179:13 186:12 188:22 200:14 207:7 210:11, 25 230:16,21 231:3,5 232:12,13,25 233:8, 24 234:4,10,13,21 254:5 part 37:10 57:7 150:22 163:24 179:6
---	---	---	--	---

180:12 232:14 242:6 partial 101:9 participated 205:21, 25 participating 205:16,19 parties 44:18 257:16 parts 149:9 pass 61:20 62:4 passed 28:14 password 145:12 past 8:6,8 11:18 Paul 5:13 62:18 Pauline 184:24 pause 10:25 13:18 19:25 25:22 255:6 pay 61:19,24 62:2 114:23,24 117:24 125:20,24 127:12 135:3 198:25 199:15 214:19 222:3 227:10 228:3 229:3,21,25 235:10,21,23 236:6, 18 238:5,10 239:4,9, 19,21 240:14 241:4, 15 245:20 246:3,9, 15,20,24,25 248:8 249:5 253:2 paycheck 254:17 paying 231:13 payment 13:13 122:23 124:19 240:13 245:19 246:3 payout 126:7 135:3 PC 5:11 penalty 35:3 129:17 pending 7:10 72:22 161:15 163:8 227:16 people 18:18 33:16, 18 42:8 44:13,20 45:4 48:22 69:9 85:17 106:7,9,10,11, 21 141:7,11 145:15 153:11 156:4,21 161:7 163:22 166:6	172:3 184:17 193:7 200:23,24,25 201:4, 8,13 202:8 212:7 216:15,19 217:20 219:4,5 220:8 221:22 222:12 223:4,14 244:2 247:20 perform 171:8 period 8:16 9:2,11 11:25 14:6,10,12 15:14 45:15 125:22 126:2 148:17 150:9 152:5 158:21 168:25 170:9 172:8,19 181:20 231:11 periods 165:16 permanent 193:18 195:18 196:23 232:9 239:25 permanently 234:9, 11,13 permitted 227:6,11 231:23 233:12 persist 211:3 person 22:4 35:6 36:23 95:18 193:20 199:10 209:13 224:17 personal 111:19 154:9 156:23 178:10 183:21,25 184:5,8 206:18 237:18 personally 61:25 150:25 151:14 155:3, 12 180:21 202:9 203:14 221:18 personnel 173:14 persons 93:19 pertained 91:24 pertaining 80:4,8 176:19 pertains 94:11,14 142:6 195:4,8 Peters 5:3,6 6:4 258:5 Petition 77:9	Philadelphia 17:2 108:3,18,22 109:17 173:21,24 phone 7:24 8:3,6 30:12,13 34:18 35:6 36:22 45:2,3 52:24 56:8 130:23 186:11 phrase 165:23 166:3 physically 87:5 177:3 pick 95:16 place 137:7 138:13 164:5 165:6,9,12,22 179:16 186:15 187:15 213:4 222:20 252:20 places 210:19 plaintiff 20:24 78:21 93:12 Plaintiff's 238:2 plaintiffs 38:25 41:23 82:2 91:11,15 93:18 97:8 148:11 254:7 plaintiffs' 75:7,14 80:18 82:6 83:25 90:13 95:21 96:7 97:9 260:4,12,14,17, 21 plan 34:20 129:13,19, 25 131:15 216:24 play 167:23 playing 163:24 pleading 51:23 PLLC 237:8 pocket 61:5,24 point 17:3 47:25 114:5 157:15 166:12, 16 173:17,21 180:20 193:15 195:16 213:15 poorly 141:13 223:22 portion 46:21 47:22 50:2 241:22 position 12:19 102:15 221:23	222:12 positions 102:23 103:2 potential 58:11 238:23 practice 59:16 praying 25:12 premises 155:2 preparation 152:7, 21,22 preparations 160:24 prepared 61:19,24, 25 160:8,10 preparing 246:7 present 21:21 22:2,3 27:6 39:20 177:3 196:5 197:9 236:11 presented 52:17 54:16 58:4 69:10 74:15 president 161:6 pretty 248:13 previous 8:25 previously 38:3,6,9 40:6,9 62:14 64:2 65:13 66:15 70:15 71:18 72:10 73:3,16 74:20 75:10 76:20 77:18 80:15,19,22 82:20 84:2 87:9 88:15 89:3 90:15 91:18,23 92:16 93:23 95:23 103:18,22,24 108:17 126:11 133:19 134:5 137:12 147:8 157:3 172:23 177:18,21 181:19 182:4 185:10,15 188:5,10 202:11 204:3 205:2 206:22, 25 208:2,5,13,16 209:23 210:2 211:25 216:7 217:7,19 218:21 219:16 230:23 232:14 233:24 237:3 238:21 245:14	pride 223:17 225:14 Principal 34:19 35:15 37:7 79:24 129:9,11,12 130:2,5, 7,10 131:25 132:20, 25 133:20 134:8,11 214:15 215:9,22 216:8,12,15,17,20,22 217:2 print 98:7,17 112:22 printed 101:16 162:4 176:22 prior 21:23,24 39:8 42:14 43:22 56:14 59:3 103:14 110:3 113:11 126:20 157:12 160:23 private 32:18,22 33:4 privately 32:11 privy 156:5 193:6 proceeding 91:6 238:22 proceedings 19:25 25:22 255:6 process 6:11 8:18 9:18 produce 88:23 produced 26:25 29:20 30:17 79:12 83:12 89:9 92:10 93:5,12 101:11,14 producing 29:22 production 31:6 78:24 79:3 81:11 82:2 88:14 90:14 93:10 98:7 101:3 260:16,19 products 33:20 professionals 178:21 179:2 188:24 program 10:14 11:4 project 213:3,7 projects 47:25 212:22,25 213:10 proper 94:15
---	--	--	--	---

Index: properly..refresh

properly 244:14,21	question 6:10,16,17 7:2,3,5,10,11 10:18 11:3 16:15 19:13 34:3 36:25 45:8 46:4, 20 49:23 52:11 53:24 54:24 60:9,16,24 86:8 88:6 100:10 118:13,17 125:8 134:23 140:8,15,18 141:24 142:12 145:6 149:13 153:22 155:11 157:4,16,19 161:14,16 163:7 168:11 184:6 189:7 200:2 201:19,20 214:2 215:5,14,25 216:2,4 219:6 227:14,24 228:24 229:18,22 232:11 241:19,21 242:5 247:4,5,6,16,18,19, 21,22,23,25 248:3 250:4	range 106:3	167:5,7 168:17 176:13 177:2 178:2, 5,8,22 183:11 185:20,22,23 186:2 188:17 191:15,18 199:11 200:13 204:9 205:16,19,22,24 206:3,11 207:4 208:7 209:18 210:5,14,20 211:6 212:3,6,8 217:13,15,17 240:2, 13 249:25	recommendation 60:25
properties 23:7 199:6	question's 13:19	Rasha 107:6	recommending 111:2	
property 11:25 16:2 23:10,16 49:14 95:10 145:15 153:19 169:23 199:16 200:17,20 201:23 203:11 231:11	questioned 213:5 222:20	rate 187:13,14	record 7:18 19:20 46:18,21 50:2 60:13, 22 76:11 78:20 96:16,17 98:20 135:21 136:2 137:23 138:2 173:6 194:25 241:22	
protect 46:6	questioning 229:15 248:13	re-ask 189:7	record's 109:13	
protocol 163:23	questions 6:12,14 7:15 35:5 46:10,14 56:22,23 87:23,25 88:3,7 114:3 119:13, 19 121:12 194:4 205:13 206:7 212:19, 20 218:22 219:3,5 254:23,25 255:8	re-read 241:20	recorded 85:19,21 86:11,20,24	
proud 179:6,10	quick 142:12 248:14 251:20	reach 27:25 36:5,19, 20 130:7 137:9 138:16	recording 84:14,24 85:3,24 86:16 228:5 230:3,5	
provide 7:17 30:20 31:5 178:20,25 214:4	quickly 62:9 64:10 164:4 207:19	reached 15:13 28:14 29:3 35:13 57:11	records 89:8 176:17 194:20,21	
provided 53:7 58:9 61:14 89:13	quote 231:7	react 60:20	recruiters 33:20	
provider 138:21	<hr/> R <hr/>	read 46:19,22 49:25 50:3 54:15 74:14 97:8 118:13 137:24 138:5 179:13,23 232:15 241:23	reduced 190:15,17, 25	
providing 79:7 189:15	R-A-S-H-A 107:8	reading 178:22 233:8,9,15 235:21	refer 88:10 91:8 103:16 109:7 147:22 148:3 188:21 226:16 230:15 231:18 233:23 245:11	
provision 228:17 235:10	raise 247:5	reads 175:21 178:16 186:12 188:22 200:14 206:8 207:7 228:11 254:6	reference 64:18,20 72:7,8 97:14 99:19 143:18 220:16 234:8	
provisions 235:22	raised 224:24,25 225:2 246:23 247:7, 12,14 248:7	real 161:8	referenced 37:19 68:8 232:25 234:21	
Public 5:20 147:8 256:18 257:6	raising 247:3	realization 34:13	references 84:13,15 218:17 234:5 249:15	
purchase 159:23 160:6		realize 223:21	referencing 82:10 125:23	
purchased 159:15, 17		realized 43:13 45:12 150:16 195:17	referred 8:17 114:25	
purchasing 159:18, 24		realizing 126:25	referring 14:16 18:5 20:18 23:2,10 28:10, 16 37:20 70:11 82:24 84:19,22 85:6 90:10 99:21 100:13 134:17 152:13,14 173:23 194:11 225:25 229:7 249:18	
purpose 19:5 33:11, 15 232:10		reason 7:13 60:20 98:17 160:24 161:2 215:3 254:6	refresh 135:18 136:8 143:7 148:21 149:3 176:3 179:19 200:18	
purposes 33:9 236:5		rebound 218:13		
push 207:20		recall 12:10 13:7 16:5 19:18 20:2,5 22:6,12,15 27:18 28:12,15 37:22,23 55:24 58:24 66:9 67:17 71:7,11 72:19 74:10 83:4,7 85:18 88:24 89:19 90:23 92:12,24 108:24 118:5 120:2,17,21,25 121:4 133:13 135:13 140:5,11 143:3 146:11 147:18,20 149:15 150:13 159:2 164:18 165:11,23		
put 40:3 62:9 70:10 83:23 145:21 146:15 164:5 165:12 185:12 188:7 192:7		recollect 12:10 13:7 16:5 19:18 20:2,5 22:6,12,15 27:18 28:12,15 37:22,23 55:24 58:24 66:9 67:17 71:7,11 72:19 74:10 83:4,7 85:18 88:24 89:19 90:23 92:12,24 108:24 118:5 120:2,17,21,25 121:4 133:13 135:13 140:5,11 143:3 146:11 147:18,20 149:15 150:13 159:2 164:18 165:11,23		
putative 53:19 55:3		recollect 12:10 13:7 16:5 19:18 20:2,5 22:6,12,15 27:18 28:12,15 37:22,23 55:24 58:24 66:9 67:17 71:7,11 72:19 74:10 83:4,7 85:18 88:24 89:19 90:23 92:12,24 108:24 118:5 120:2,17,21,25 121:4 133:13 135:13 140:5,11 143:3 146:11 147:18,20 149:15 150:13 159:2 164:18 165:11,23		
<hr/> Q <hr/>		recollect 12:10 13:7 16:5 19:18 20:2,5 22:6,12,15 27:18 28:12,15 37:22,23 55:24 58:24 66:9 67:17 71:7,11 72:19 74:10 83:4,7 85:18 88:24 89:19 90:23 92:12,24 108:24 118:5 120:2,17,21,25 121:4 133:13 135:13 140:5,11 143:3 146:11 147:18,20 149:15 150:13 159:2 164:18 165:11,23		
qualification 45:23		recollect 12:10 13:7 16:5 19:18 20:2,5 22:6,12,15 27:18 28:12,15 37:22,23 55:24 58:24 66:9 67:17 71:7,11 72:19 74:10 83:4,7 85:18 88:24 89:19 90:23 92:12,24 108:24 118:5 120:2,17,21,25 121:4 133:13 135:13 140:5,11 143:3 146:11 147:18,20 149:15 150:13 159:2 164:18 165:11,23		
qualified 56:16		recollect 12:10 13:7 16:5 19:18 20:2,5 22:6,12,15 27:18 28:12,15 37:22,23 55:24 58:24 66:9 67:17 71:7,11 72:19 74:10 83:4,7 85:18 88:24 89:19 90:23 92:12,24 108:24 118:5 120:2,17,21,25 121:4 133:13 135:13 140:5,11 143:3 146:11 147:18,20 149:15 150:13 159:2 164:18 165:11,23		

Index: refreshed..rich

204:16 218:2	20 90:21,22,25 92:25	Reply 70:12,19	reserve 255:9	111:2 172:17
refreshed 201:21	102:10 103:13 107:4,	77:15,22 259:15	reserving 256:2	responsive 31:2
refrigerator 152:9	8,25 108:5,23 110:5	260:9	reset 145:11,19	82:21 83:5,19 216:3
regard 35:25 43:10	129:8 133:11,15,22	report 106:18,20	resetting 144:7	restaurant 22:14
150:14	134:4 135:15 143:4	151:12 169:17 173:9	resign 107:12	restaurants 210:12
regular 25:19,24	144:25 145:2,3	reported 105:10,13	resignation 229:7,	restrictions 164:5,
26:4,6,7 175:2	146:2,10,14,15,16	120:12,18 121:2	12,16 232:24	10
179:17,24 186:16,19	149:6,17,20 158:19,	149:10 151:15	resigned 198:21	result 13:15 153:9
253:10	20 159:3 164:13,17,	180:19 187:14	227:8 229:17,18,24	164:19 167:2
regulations 110:14	21 165:7,10,19,21	245:17	239:12	resulting 254:9
243:3	167:6,9 169:9,11	reporter 6:12,20	resigns 229:19,25	resumed 147:7
rehire 140:3,7,11	173:12,20 176:15	257:6	Resorts 75:17	retained 59:25 258:5
rehired 34:2,8 140:4	177:4,5,11 181:3,4,	reporting 106:7	129:14	retaining 59:3
related 157:5,19	24 186:25 187:20	257:20	resource 32:15,25	retirement 34:20
257:15	188:19 192:15,18,24,	reports 166:5	resources 15:25	216:24
relates 198:24	25 196:19 197:16,17	represent 56:16	245:25 246:2,7,13,19	retrieve 19:8 206:20
relating 61:10	198:16 200:11	58:12 59:4 203:12	respect 39:16 121:25	return 47:18 140:12
relationship 93:18	201:25 204:11	representative	209:17 223:15	170:21 171:3 174:4,
relative 226:9 243:9	205:10 207:6 208:9,	35:15 42:11 44:5,9	respond 24:7 60:8,	23 175:2 181:25
relayed 234:20	20 209:20 210:8,22	54:4 74:4 93:13	24 136:19 137:3	213:17
relevant 93:20	211:9,15 213:2	194:23 202:22 203:9	responders 169:3,7,	returned 180:20
229:22	219:23,24 230:5,6,9	238:23 240:11 251:3	14,19,25 170:3,6,11,	returning 141:19
relying 58:3	245:22	representatives	23 171:5,22 189:4,9,	212:21 249:23
remain 137:13	remembering	134:13,17 203:16	16 202:13	252:22
139:15,19 153:18	230:10	represented 44:13	responding 192:22	review 30:15,23 39:9
210:12 211:4 218:5	remind 17:13	54:3 55:7	responds 138:24	40:25 65:6 66:5 67:6
remained 226:13	remote 172:10	representing 6:5	response 30:9	74:5 82:15 97:25
remaining 101:5	177:13	44:10 55:9 57:16	35:19,21 94:2 122:16	104:7 220:17 256:3
132:3	remotely 172:13	98:11 251:3	130:10 133:5,7	reviewed 41:12
remains 131:21	remove 139:14	request 90:5,6,7,14	136:20 137:8,19	51:25 67:25 70:25
139:9,12	214:15,16	91:3,4,9,10 246:6	138:15 139:3 164:6	71:7 89:8 99:5 124:6
remember 9:4 10:4	removing 129:18	260:18	201:16 228:6,25	131:7 134:25 220:24
12:2,5,8 13:8 15:5	reopen 22:22 23:4	requested 46:21	242:4 247:15,23	reviewing 66:10
17:15 18:23,24 20:4,	30:10 94:7,12 178:20	50:2 241:22	248:5	90:23 135:6 184:25
11 21:4,12,13 22:7,	234:24 240:15	requests 89:16,23	responses 6:22	242:13
13 26:23 27:12 28:13	reopened 33:23 95:6	90:5	90:13 95:21 96:7	reviews 51:16 76:25
29:16,18,22 34:17	141:20 210:21,23	required 61:13 119:8	97:9,18 213:14	82:18 83:2 92:21
37:4,8,11,25 38:16	235:3	requirement 214:4	260:18,22	96:5 188:14 192:17
44:2 55:4 57:19	reopening 28:19	requires 213:19,23	responsibilities	200:10 204:10 208:8,
58:17 64:24 65:24	173:22 211:5,6	research 12:14	44:5 49:19 61:9	19 210:7 232:21
66:4,12 67:5 71:10,	218:12 231:15	42:13 49:18 50:4,8,	104:17	revised 68:5
14 72:20,24 73:10,	reopens 94:25	12 56:15 58:2,10	responsibility 44:8,	revisions 112:19
11,25 74:14,16 75:4,	240:23 241:5,10	161:21,24	16 74:4 110:17	113:8 211:10,11
21 76:3,4,5 77:4 78:3	repeat 26:18 49:22	researched 214:9	202:23	rich 223:5,6
83:6,10,21 84:7,11	93:7 168:10 241:19	reservations 103:6	responsible 61:15	
85:5,12 88:8 89:2,11,	repetitive 88:4 219:3		104:19 110:7,20	
	rephrase 7:3 92:4			
	242:5			

Index: rights..slower

rights 225:2	schedules 172:17	segment 78:9	240:21 242:2,7 245:8 260:5	182:6 185:14 191:8 204:5 205:6
Risman 55:14 56:2	school 10:3,7,9,15, 20	select 55:20	serving 225:14	shows 176:16
rock 252:20	science 161:12,15, 18,19 162:25 163:9	Selena 20:12 41:24 250:17	set 39:17 42:16 92:15 93:3 95:22 96:8 97:10 100:8,12 114:11 236:19 257:10,23 260:20,22	side 62:10 96:14
Rodriguez 8:14,17 9:12 12:3 17:19 31:21,24 99:13,20 112:23 132:10,22 133:6 136:17,22 138:8,23 191:6,10 220:11 258:22	scientist 161:22	sell 33:18	sets 242:22	sight 213:15 234:16
role 104:16 105:7	search 32:17 33:4 79:15 176:17 178:13	send 36:15,17 53:3 141:2 183:7,20 184:3,4,7 216:20	setting 224:24	signature 67:14,15 97:5 112:8,15,25 113:17 237:13 255:10 256:3
roll 35:3,18 131:18 137:6 138:12	searched 79:13	sending 61:16	settle 50:9	signed 68:17 103:25 104:8 217:23
rolling 129:18	season 106:9	senior 103:10,11 104:13	severance 222:3 228:3 229:3,21,24,25 231:13 252:18 253:2	significantly 105:25
room 102:17,18 104:21 111:17 184:21,22	Seasons 11:24 12:7, 17,24 13:5 14:9 15:11,15 17:2,21 18:8,11,19 19:7 20:15,16,17,19 23:3, 4,7,8,9,15 27:15 28:5 31:10 33:13,14,22 34:20 35:7,11,17 37:17 43:9 45:3 47:16 48:18,21 69:18 85:8,11 108:8,13,15, 22 109:6,7,16,24 128:7 129:13,20,23 131:15 132:25 134:13 137:14 139:9, 13,19 141:4 148:14, 15 152:19 154:18 173:23 179:7 183:15, 19,21 184:2,7 194:15,18 195:17 199:7,17 203:7 214:20 215:6 221:19, 25 222:5,17,22 223:12,13,16 225:12 227:25 228:23 229:2, 19 232:5 244:19 248:11 252:22	seniority 128:24 129:3	shake 158:23	signing 67:17
rooms 106:20,24 143:24	sense 163:10	sentence 179:14 188:22 204:13 210:11 239:24	share 136:3	silence 193:25
Roth 137:7 138:14	separate 25:8 132:11 215:9,12 216:8 245:3	separation 198:25 199:14 227:10 235:10,21,23 236:6, 18 238:5,10 239:4,9, 19,21 240:14 241:4, 15 245:20 246:3,9, 15,20,25 248:8 249:5	shared 226:8,11	silly 219:9 229:17
routine 150:18,19	seconds 13:22 255:4	September 207:3,11	Sharon 106:24 107:16,21 143:17,18, 21 144:4 145:2 146:13 155:24 156:10,14 245:15,20	similar 42:9 93:9 182:21 221:22 222:12
RPR 257:25	section 82:8,13,24 175:8 237:25 239:20 249:15 250:7 251:11	served 89:15,22 223:16 224:20 225:7	shed 133:3	similarly 39:5 41:19 42:8 56:17 58:12 59:4 61:14 68:25 69:22 148:12 244:8 254:8,12
Rudy 111:8	security 95:17 123:6,7,12,20,25 190:10,16	serves 243:20,22	shift 105:5	simple 162:5
Rule 80:18 82:7 260:12	seek 252:17	service 220:17 235:20 236:4,10 238:11 253:2	short 11:25	simultaneously 46:17
rules 110:14 243:3,4, 9	seeking 42:7 49:8 153:4 236:18 249:11 251:13	Services 75:9,16 104:5 107:17 111:10 115:10,14 116:9,23 117:2,23 118:6 124:8,25 125:4,10,15 126:8,17 127:11 128:2,19 130:25 131:8 135:4 141:18 185:5 187:23 197:11 198:20 199:5,15 212:9 214:12 215:10, 19 216:9 217:3,21 220:18 226:23 231:24 234:22 236:5	Shorthand 257:6	single 48:11
run 76:14	seeks 91:4,10		shortly 107:9 178:19	sit 39:22 41:6 67:20 94:17 97:17 99:23 127:10 139:17 196:2 203:8 236:3 241:2 250:10 251:14
running 106:11			shot 24:20	situated 39:6 41:19 56:17 58:12 59:4 61:15 68:25 69:22 148:12 244:8 254:8, 12
S			show 38:2 40:8 62:16 65:14 66:16 71:20 73:4,18 74:22 75:12 76:22 77:20 80:14 84:4 92:18 96:21 185:13 205:4 217:9 237:5	situation 42:9 48:2 196:22,23 211:2
sacrifices 223:19			showed 40:20 214:19	sixth 51:18
safety 190:16			showing 70:17 90:17 95:25 111:24 114:18 115:20 116:16 142:16 192:11 200:6 206:24 208:4,15 209:25 217:10 219:18	skip 78:4
salaried 171:11			shown 38:17 80:21 132:8 172:25 177:20	Slade 184:23
salary 120:9,11,14				slow 106:8,9
sanitizers 159:4				slower 51:6
savings 253:7,8,13, 14				
schedule 118:20,25				
scheduled 120:21, 25 121:4 168:20 230:14				

social 31:13,15 32:6 175:22 179:14 186:13 society 180:17 sole 252:15 son 170:14 sort 16:20 145:12 sound 131:20 sounds 6:21 source 86:5 257:19 speak 20:20 23:24 25:19,23 26:4,5 36:18 37:6 44:9 52:23 53:6 69:21 142:5,7 169:7 170:25 speaking 30:9 37:11 47:7 130:17 143:19 212:6,7,24 specialized 159:13 specific 149:14 250:7,11 specifically 48:4 66:9 91:14 103:19 156:6 203:10,23 204:15,18 220:15 227:3 253:21 spell 16:7,8,9 107:7 spelling 7:18 spoke 16:4 21:2 30:11,12,13 36:11 37:9 42:25 50:4 107:20,25 108:3 109:22 133:25 169:9 248:10 spoken 18:10,22 19:9 44:22 46:5,7,23 47:3,8 69:24 93:24 111:10 244:4 spur 204:20 staff 105:2,3 110:9, 18,22 111:3 122:2,3 167:19 169:17 170:3, 5 171:2 172:18 208:22,25 209:2,3 staffing 190:15,18, 25	Staley 20:12,20,23 25:5,9,14,24 27:5 41:24 81:4,16,20,24, 25 82:10 84:16 99:3 100:19 101:23 172:22 173:3 174:7,8 176:9 177:17,22 182:3,7,8 185:9,16 188:4,11 204:2,7,25 205:7,8 206:21 207:2 208:6,12,17 209:22 210:3 217:6,12 219:15,20,21 220:3 250:17 260:24 261:3, 4,6,7,9,10,12,14,16, 17,19 stand 10:11 225:2,5, 6 standards 110:15 standing 26:17 128:9 stands 34:3 start 120:7 started 35:5 120:6 166:12 180:18,22 181:2 183:24 193:17 227:17 starting 164:3 174:18 state 67:24 87:15,19 164:18 165:9 195:9, 13 257:3,7 stated 196:20 statement 124:13,21 125:11,16 128:11 131:2 227:22 258:16 states 50:25 116:5 151:22,25 157:13,18 200:22 States' 157:17 statewide 175:25 stating 154:20 231:7 status 93:25 132:25 133:9 137:3,20 138:10 139:5 177:8 196:4 221:16 226:9 244:19	stay 62:13 63:11 65:12,18 123:11 164:19,23,25 165:5, 8,12,15 175:25 176:4 179:15,20 186:14 259:7,12 stayed 154:4 staying 156:4 steady 253:4 stem 163:25 stenographically 257:12 stint 108:5,9 stocked 152:11 Stokes 5:14 stop 193:24 stopped 167:2 198:6 store 206:19 Street 7:22 23:11,17 95:11 99:16 141:12 148:13 strike 77:12 91:7 103:23 117:16 125:7 struck 14:18,21 struggle 207:10,13 stub 114:23,24 214:19 student@bmcc. cuny.edu. 10:6 stuff 33:18 153:14 subject 91:12 93:20 191:11 242:11 submit 87:25 88:6 submitting 88:8 subscribed 256:12 substance 53:11 substantial 218:6 substitutes 228:22 suffer 210:13 suffered 254:8,12,16 suit 42:7	sum 125:15 238:9 summarizing 231:4 summary 112:11 115:3 summer 11:8,11,12 22:8 supervise 104:24 105:3 supervised 105:2 supervising 104:21 supervisor 29:3 103:8 105:17 106:15, 17 144:2 245:15 supervisors 104:21, 25 105:3 143:22 216:11,14 Supplemental 83:25 260:14 support 26:19 62:14 70:13,20 71:17,25 73:15,21 77:16,23 259:8,16,19,23 260:10 suppose 176:7 supposed 196:21 surgical 159:14 surprise 95:4 187:5, 9,17 surprised 27:9 152:2 180:2,4 186:18 surprises 95:8 suspend 174:21 178:18 suspending 188:25 189:3,21 190:7 suspension 179:17, 24 186:16,19 sustained 250:17,22 251:5,8 switch 230:13 sworn 5:20 6:8 147:8 256:12 257:10 system 15:18 32:7	<hr/> T <hr/> takes 213:8 taking 163:23 190:8, 12 213:12 228:20 talk 6:7 19:21 22:21 53:13 255:4 talked 21:13 talking 11:2 100:7 122:5 224:13,15 task 15:2 17:3 107:22,23 108:11,12, 18,21 109:16,24 214:22 tasked 110:16 taught 141:6 225:4 Tauscher 111:8 teach 223:14 team 27:19,23 28:3, 9,16 121:25 179:7 teams 85:20 86:13, 19,23 87:4,10,22 88:2 93:24 177:13 technical 16:19 telephone 93:17 103:3,4 telling 193:23 198:2 222:6 234:15 tells 47:21 223:10 temporarily 174:21 178:18 188:24 189:21 193:13,16 195:16 196:24 197:3, 7 211:4 233:19 temporary 167:12 169:2,6,13,18,24 170:10,22 171:4,21 181:8 187:23 188:3 189:4,8,15 192:23 193:9 194:9 196:14, 16,21,22 197:8 202:12 206:9,12,16 226:13 233:11 ten 9:8,15 11:18 14:11,12 118:22,23,
---	---	---	---	---

<p>24 119:6,8 168:21 206:4</p> <p>term 156:14 189:23 232:24</p> <p>terminate 216:19 217:2</p> <p>terminated 34:7,10, 15 35:11 37:14 43:11,12,14,15 47:17 94:15,19 126:13,16 127:4,7,13 129:3,5,7, 10 134:7 194:5 195:21 196:11 212:11 213:25 214:17 215:4,7 216:21 221:18,20 222:7 227:5 234:5 236:16 240:2,6</p> <p>terminating 222:9</p> <p>termination 91:15 212:15,18 213:19,20, 22 214:5,11,14 215:18,22 218:17 240:3</p> <p>terms 161:25 162:5 207:21 228:17 229:10 242:23</p> <p>testified 5:21 25:23 47:10 72:10 74:9 82:20 87:9 89:3 91:18,23 93:23 103:22,24 108:17 123:19 126:11 133:20 134:5 137:12 139:8 147:9 156:10 171:20 181:19 182:17 194:3 202:11 216:7 218:21 230:24 233:25 235:4 238:22 244:21 245:14</p> <p>testify 26:2</p> <p>testifying 20:21 157:3</p> <p>testimony 12:22 43:5 127:6,11 135:12 196:3 216:25 257:9, 11</p> <p>text 19:15 20:6,9 24:3,11 25:5,8,10,11 26:21,25 27:5,7,8,11,</p>	<p>13,19,21 28:3,5 29:14,20,22 30:11 36:9,13 37:2,4,9,11 91:19,22,24 92:5,7,9 133:13 135:13,19 138:18 144:8</p> <p>texted 24:5 25:13</p> <p>texting 20:2</p> <p>thereof 97:11 245:19</p> <p>thing 26:16,18 94:8 137:25 179:5</p> <p>things 43:13 45:21 59:17 150:17 180:23 187:7,16 193:23 197:24 199:25 243:13</p> <p>thinking 127:3 134:14 180:22 188:2 247:19</p> <p>thirty 106:10</p> <p>thought 22:21 23:3 56:22 140:3 151:5, 10,17 152:7 154:6,23 167:15 179:4 181:11 193:15 225:5,9 247:3</p> <p>thoughtful 138:4</p> <p>throat 18:20</p> <p>thrown 57:18,20,21 213:9</p> <p>time 6:25 8:16 9:2,11 12:2 14:6,10,12 15:3 18:21 19:10 21:2 25:13 34:14 35:12 45:15 51:14,21 62:10 86:18 89:25 102:9 104:8 107:11,20 109:22 118:20 120:7 130:21 138:4 140:23 142:24 144:22 148:17,18 150:9 152:5 157:22 158:13, 21,22 161:3,5,22 162:21 163:14,15 165:17 166:25 167:18 168:25 170:9, 13 172:6,8,18 173:19 174:22 180:5,7,9 181:20 183:17 186:24,25 187:3,10, 16,24 188:2 190:14</p>	<p>191:20,25 195:19 196:9 198:18 199:20 203:3 204:18,21 210:18 211:11 230:2, 4,6 231:11 246:23 247:11 248:6 253:3 256:7</p> <p>timeline 213:5</p> <p>times 20:5 36:20 86:15 98:7 173:8 176:5 187:12 214:22 249:22</p> <p>tips 117:12,17</p> <p>title 205:12</p> <p>titled 38:10 40:12 63:10 64:12 65:16 66:18 67:12 70:19 71:23 73:7,20 74:24 75:14 77:5 82:6 93:2 96:7 112:11,19 113:8 191:9 226:19 237:10</p> <p>titles 94:6</p> <p>today 6:7,13 7:15 20:21 23:15 24:22 25:12 39:22 41:6 67:20 70:11 94:17 96:13 97:17 99:23 126:11 127:6,10 134:5 139:18 194:4 196:2 203:8 233:9 236:3,13,15 241:2 242:13 247:8 250:10 251:14</p> <p>told 15:17 18:2 24:10,24 28:20 29:9, 10 35:4,6,9,14,16,20 36:3,4 37:5,12,15,16 43:9,14 47:19,21 56:8 123:10,23 126:24 130:11,21 132:20 149:18 152:10 153:13 154:5 155:3,6,7,16,20 156:7 158:23 163:10 164:13 173:13 215:22 221:24 225:11</p> <p>tomorrow 33:23 139:23 140:2,12 141:20 235:3</p>	<p>tool 32:14 33:2</p> <p>top 53:16 112:3 115:6 116:4 125:25 132:10 235:20 236:23</p> <p>totalling 249:7</p> <p>totally 222:21</p> <p>touch 193:23</p> <p>town 134:17 197:18 205:13,17,20,21,25 212:2,5,10,16 218:3, 23 227:4 231:4 247:4,17</p> <p>track 171:11</p> <p>training 105:6</p> <p>transcribed 257:13</p> <p>transcript 257:18</p> <p>transferred 16:2 48:17,21 199:6,10,16</p> <p>transpired 130:9</p> <p>travel 207:9,12</p> <p>treat 141:5 223:10, 15,22 225:10</p> <p>treated 45:23 48:23 140:22 141:6,10,12, 13 223:9,11</p> <p>trial 257:21</p> <p>true 67:22 68:4 97:12,18 230:25 232:16 234:2</p> <p>truth 6:9 149:17</p> <p>truthfully 7:15</p> <p>Tuesday 133:16 135:17 136:6,10 143:2,8,14</p> <p>turn 50:17 51:2,4 64:4 81:2,18 82:5,8 91:2 93:16 132:11 137:16 138:17 173:7 174:6 203:25 220:2 235:18 237:22 238:20 239:17</p> <p>turned 79:24</p> <p>turning 100:18 112:10,18 184:13</p>	<p>TV 147:17 149:8,12 150:3 151:13 152:12 166:9</p> <p>twenty 106:9</p> <p>two-minute 121:8, 14</p> <p>Ty 75:16,17 111:11, 14</p> <p>type 13:11,12 246:8</p> <p>typical 118:22</p> <hr/> <p style="text-align: center;">U</p> <hr/> <p>U.S. 149:10 243:8</p> <p>unable 7:14 13:10 144:6</p> <p>unaware 250:11,14</p> <p>unceremoniously 224:19</p> <p>uncertainty 168:7, 13,15</p> <p>uncertified 257:21</p> <p>undergoing 218:5</p> <p>understand 6:25 7:4 23:15 34:25 42:10 45:16 47:10 53:25 78:22 123:24 127:19, 22 153:7 181:7 187:22 189:2,8,23 201:16 232:9 233:10 240:4</p> <p>understanding 14:19 16:11,18 39:23 40:21 41:16 42:6 81:23 97:18 99:24 100:25 112:11 115:13 116:11,25 125:3,9,14 157:19 162:3 185:3 203:9 235:22 238:8 243:6 249:10,14 250:14</p> <p>understood 6:23,24 7:4,5,6 26:5 36:6 114:14 190:2</p> <p>undetermined 193:10</p>
--	---	--	--	---

unemployed 252:14 unemployment 174:17 176:9,11,14, 20,21 221:16 252:24, 25 253:5,6 unexpected 151:19, 21 157:4,7,11,14 unfold 149:8,11 152:4 unfolding 160:20,21 union 242:2,7,17 243:9,20,23 244:6, 16,17 245:2,6 unionized 243:22 United 151:22,25 157:13,17,18 unlawful 254:7 unprecedented 158:2 unpredictable 180:6,11,12 upset 26:13 user 31:19 usual 149:25 <hr/> V <hr/> vacate 156:18 vacated 155:2 vacation 124:19 125:20,24 126:7,15, 19,21,25 127:12 135:3 142:24 144:5, 15,16 214:23,24 vaccination 181:22 vaccine 187:19 valid 68:21 varied 118:8,18 120:5,8 varies 118:10,24 120:23 171:10 varying 165:16 176:5 verbal 6:20,22	verbally 218:22 verification 96:19 97:14 237:10 258:8 verified 238:18 Vicky 184:22 violated 195:13 violation 42:22 195:4,9 violations 249:7,16, 17 virus 162:6 166:8 visit 206:9,15 visiting 206:12 Vivian 22:5 41:23 56:5,6 57:25 250:22 <hr/> W <hr/> W-2 114:17,25 115:2, 19,25 116:15,21 131:6 258:12,13,15 wages 117:7,12,17, 24 122:5,8,20 123:3, 15 124:2,5 Wagner 5:13,14 254:25 wait 10:24 11:2 13:21 130:15 134:22 143:12 waiting 47:18 223:4 wake 150:19 walk 13:10 wanted 22:18 29:7 30:7 34:21 43:15 85:9 98:15 129:16 210:25 wanting 22:21 45:13 warm 22:8,11 warn 195:5,9,13,18 244:15 245:3 249:6, 7,16 warned 195:23 Warner 5:4,7 66:24 70:14,21 71:17,25	73:15,22 75:16 77:17,24 89:15,22 95:22 96:8 97:10 111:11,14 259:16,19, 23 260:10,22 Warner's 75:17 WARNERDEF 173:5 WARNERDEF_ 000100 112:20 113:14 WARNERDEF_ 000101 113:8,15 WARNERDEF_ 000150 142:14,18 258:20 WARNERDEF_ 00651 132:6,12 258:18 WARNERDEF_ 00652 132:13 WARNERDEF_ 00653 132:6,14 258:18 warning 94:16 watching 149:8,11 150:2,8 WD 144:6,10 wear 164:13 wearing 159:5 website 176:22 week 12:4,24,25 168:18,20,21 171:13 172:5 254:18 weekly 144:5 weeks 151:9,11 152:10 154:23 163:17 168:2,5 well-being 52:9 WHEREOF 257:22 wife 193:19,24 Williams 8:22,23 9:3 Winnie 184:21 185:3 220:10	wiped 223:3 wished 24:22 withdraw 54:8 withdrawal 75:24 withdrawing 53:2 withdrawn 50:22 52:4,13,19 53:15,19 55:2 122:17 136:7 143:11 145:10 157:24 159:23 179:9 205:18 witnesses 60:16 woman 223:6 wondering 213:24 word 28:9 163:14 229:12,16 234:11 words 212:13 work 13:3,9,25 14:4 15:14 17:2 22:23 33:18 42:21 43:10 45:14 47:2,5,19,21, 23 48:10 49:8,14 92:8 94:8 95:10 106:7 108:16 114:11 118:8,18 119:8,10 120:17,25 122:14 127:2 134:15 139:21, 24 141:11,19 148:19 150:2,18,20,22,23 153:19 158:14 169:12,17 170:8,21 171:3,7 173:15 174:4 183:9 193:20,21 213:17 218:7 221:23 222:2,6,23 226:12,22 227:6,9 228:2 229:8 230:14 231:16 234:14,23 235:5 243:4,9 244:12 249:24 252:21 Workday 144:11,12, 13,20,23 145:6,7,11, 24 146:5,8,12 worked 13:23 35:17 118:5 119:4,5,6 120:3 214:22 222:19 223:3 230:10 231:10 252:19	workers 121:5 171:25 172:3 workers' 13:12 working 12:16,18, 20,23 17:6 20:15 47:15 48:12,22 115:15 119:2 123:3 124:2,4 141:16 142:6 146:6 148:12 150:2 168:18 169:23 171:14,18,19 172:6, 9,13 178:21 179:2 199:20,24 200:16,19 201:22 202:24 203:3, 11,24 209:11 222:13 233:11 worklife 144:17 workload 118:11,19 119:9 works 27:14 78:14 worldwide 204:15, 17 207:8 write 149:19 writing 137:18 139:3 written 59:20 88:2,7 213:20 214:4 215:17 218:23 245:24 246:12 wrong 221:11 223:23,24 224:9 225:8 <hr/> Y <hr/> year 12:10,11,12 14:16 18:24 34:12,14 37:20 47:23,24 102:11 103:6 108:24 109:18 116:2 118:2 119:2 127:12 133:14, 22 135:13,15 143:3 147:20 149:14,15,17 213:7,8,12 years 8:3,6,9,24 9:5, 6,8,13,15 11:6,18 14:11,12 17:5 33:21 47:18 69:18 95:14 102:11,12 140:20 141:7 185:4 196:25
--	--	---	--	--

Index: yesterday..Zoom

220:15,17,21,23
222:18 223:3,7,22
224:19 225:9,11
234:14 236:5,8,9
238:11 253:2,5

yesterday 23:21
24:5 60:11,14 63:9
70:18 71:21 80:15
84:5

York 7:23 87:19
99:16 148:14,15
164:6 165:6 175:24
181:2 195:9 204:15,
18 211:13 213:18,22
232:5 257:3,4,7

you's 55:17

Z

zeroed 58:18

ZIP 115:7 116:5

Zoom 19:14 58:23
84:15 85:8,13 134:12